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ABSTRACT

This document reports on a survey regarding the needs and concerns of 51 members of grower associations, 35 seasonal farmworkers, and 74 migrant farmworkers in Michigan. The survey was conducted during the conference "Building Partnerships: Growers, Farmworkers, and Agencies United," held on December 10, 1994, in Lansing, Michigan. The age and work history of the survey participants varied: growers' mean age was 49.2 years with an average of 26.8 years of farm work, seasonal workers reported a mean age of 31.8 and averaged 15.5 years of farm work, and migrant farmworkers had an average age of 30.8 years and averaged 16.9 years of farm work. Growers reported the highest level of education with more than 50 percent having at least a 4-year college degree. Both migrants and seasonal farmworkers reported very low educational levels: 83.6 percent of migrants and 71 percent of seasonal farmworkers had not graduated from high school. The majority of the report consists of figures illustrating survey data and comments from survey participants regarding issues related to health care, housing, Head Start and day care, migrant education, adult education, employment and training, social services, employment services, availability of farm labor, labor laws, migrant legal services, civil rights, discrimination, and law enforcement. Opinions on the need for services varied widely, both between and within groups. Nevertheless, this report stresses the importance of encouraging harmonious relationships between farmers and hired farmworkers and the need for agencies to address common interests and concerns of these groups. (LP)

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MUTUAL CONCERNS OF FARMERS AND FARMWORKERS: AN AGENDA FOR BUILDING PARTNERSHIPS IN MICHIGAN

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Working Paper #20
March, 1995

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Introduction

The Governor's Interagency Migrant Services Committee (herein referred to as the Committee) has an annual conference focused on different migrant and seasonal farmworker problems and issues. The 1994 Annual Conference "Building Partnerships: Growers, Farmworkers and Agencies United" was organized "to cultivate partnerships among growers, farmworkers, and agencies that deal with farm labor sector concerns." The 1994 Conference was held on Friday, December 10, 1994, in Lansing, Michigan.

Previous to this conference the Committee agreed to undertake a survey which would gather information from four different perspectives: growers, grower associations, resident seasonal farmworkers, and migratory farmworkers. Due to the small number of responses from growers' associations (5), these responses were incorporated within the category of "growers." The survey would be designed and developed by the Committee and administered by its respective members.

The purpose of this report is to present an analysis of the survey results and the comments made by the participants at the conference. As for the survey, it covered 51 growers and grower associations, 35 seasonal farmworkers, and 74 migrant farmworkers. The conference proceedings (reported herein) were provided by the moderators of four discussion groups into which the conference was divided.

Acknowledgments

Due to the success of this effort, the authors of this report would like to thank each of the members of the Committee for conducting the most crucial part, the administration of the survey. We note the names and agency affiliation for each of the committee members in charge; Sam Garcia - Telamon Corporation Inc., John J. Castillo - Michigan Department of Civil Rights, Marvin Johansen - Division of Environmental Health, Michigan Department of Public Health, and Howard Kelly - Michigan Farm Bureau. The authors also acknowledge the dedication and time devoted to the survey by each of the survey respondents; without their effort we would not have data to summarize their concerns.

Procedure.

The 1994 Conference Planning Committee took the responsibility of distributing the questionnaires and presiding over the conference. Some of the questionnaires were mailed to representatives of the targeted groups and others were distributed personally to the different participants by the field staff of Committee member agencies. In general, the response rate was more than 25 percent out of the 650 questionnaires that were distributed. The response rate falls into the category of acceptable standards for this type of survey.

The Julian Samora Research Institute (JSRI), was in charge of the analysis of the 160 questionnaires gathered by the Committee. JSRI coded, computerized and processed the data found in this report. JSRI also took the commentary of conference moderators as given. No additional editing was made by JSRI in the conference proceedings, except for a few bleeps.

Due to limited time and budget constraints the sample selection was obtained by committee members during the months of October/November 1994. **There was not a random selection of the participants.** We must emphasize that in Michigan there are over 1,000 farmers, around 45,000 migrants, and 68,000 seasonal farmworkers. In addition, we acknowledge that migrant farmworkers work in the state in different periods of time during a calendar year performing different types of agricultural jobs. Thus we cannot claim that this is a truly representative study. Nevertheless, we consider the available responses to be an important indication of concerns of the different participant groups. The fact that there are diverse and interesting responses, gives the Council a strong sense of farmer/farmworker issues in Michigan today.

Definitions

Growers and Grower Associations were selected from lists of established full time or part time growers which during their farming operations deal directly or indirectly with migrant and seasonal farmworkers. Survey respondents of this category are believed to be members of the Michigan Farm Bureau.

Migrants were selected from state approved camps who were visited in the camps they lived in while working in different farm operations. The questionnaire was presented to a few individuals who identified themselves as migrant farmworkers when they were visiting the field offices of the different agencies that participate in the Committee.

Seasonal Farmworkers were selected from lists of registered seasonal farmworkers at the different agencies that participate in the Council. They were interviewed at the agencies.

The Questionnaire

The questionnaire was developed by the Conference Planning Committee to reflect the interests of the Governor's Interagency Migrant Services Committee. It contained 25 questions. Some questions were open ended while most questions required the selection of the two most important issues among those stated in the question. Some questions pertained to the identity of the respondent (including a mark to indicate if they were a grower/a grower association, migrant farmworker or a seasonal farmworker). Most questions pertained to several of the key interests of the Committee. Namely:

* Health Care - availability and coverage
* Housing availability - conditions and restrictions
* Head Start/Day Care - adequacy and quality
* Migrant Education - availability, timing and quality
* Adult Education/Employment and Training - availability, time and need
* Social Services - needs and provisions
* Employment Services - adequacy, information, requirements
* Farmworkers availability - experience, supply, shortages
* Labor Laws - wages, earned income tax credit, pay periods, contractors, field sanitation, child labor
* Migrant Legal Services - information, eligibility, need
* Civil Rights/Anti-discrimination - need, criteria, services
* Law Enforcement - police, border patrol, federal/state regulatory agencies

The questionnaire was organized according to the above outline. The tables below show the answers in the way the questions were presented. For example, here is the way the questions were actually presented on Health Care:

Q2. With regard to HEALTH CARE FOR FARMWORKERS, indicate which of the following statements you consider the most important. Mark 1st and 2nd below.

A. Medical Insurance. [ ]

B. Availability of Medical services. [ ]

C. Hours that medical services are available. [ ]

D. Payments for health care services. [ ]

E. Transportation to a health care facility. [ ]

F. Comments: _____

_____

Q3. With regard to HEALTH CARE FOR GROWERS, indicate which of the following statements you consider the most important. Mark 1st and 2nd below.

A. Medical insurance. [ ]

B. Availability of medical services. [ ]

C. Hours that medical services are available. [ ]

D. Tax deductions for health care policies. [ ]

E. Comments: _____

_____

Respondents were also asked about the relationships between growers and workers and about the ways to build partnerships and understanding between growers and workers. Issues of "communication," "sensitivity," "understanding," and "treatment" were raised by these questions. For each open-ended question, there was a space of about two inches for writing down the answers. The spacing is shown above.

Presentation of Findings

Our findings of information are provided in two general ways. By tables and charts and by comments which were spelled out by each respondent in the open-ended sections. Some respondents (mainly growers) wrote long paragraphs and some wrote very short statements. In the sections which follow the tables of data, we wrote down the actual comments of each respondent according to their classification as either; growers, migrant or seasonal farmworkers. Many spaces were left blank by respondents. Nonetheless, the comments appear to be honest feelings about their perceptions of the issues considered in the different questions of the questionnaire. The comments also reflect the respondents assessments of the current relationships between growers and farm workers. We appreciate their candor.

It is necessary to point out that due to the questionnaire design and its instructions, the percentages presented in tables and charts of this report **do not always total 100 percent**. The percentages, however, reflect "rankings" of all the different issues presented to the respondents in each of the questions.

Summary of Results

1. Participants and Their Characteristics. (Figures 1 and 2).

A total of 160 questionnaires were obtained from the survey. Of these, 32 percent of the responses were from growers, 46 percent from migrant farmworkers and 22 percent from seasonal farmworkers. Growers who participated in the survey reported an average tillage acreage of 324 acres with responses ranging from 35 to 2,000 acres. Workers had no comparable question of ownership.

The age of the participants varied among the three groups; growers mean age was 49.2 years and they had been working in the farm industry for 26.8 years. Seasonal workers reported a mean age of 31.8 and work in the farm sector averaging 15.5 years. Migrant farmworkers were the youngest among the three with an average age of 30.8 years and work in the farm sector an average of 16.9 years.

The level of education varies considerably among the three groups. Growers, as expected, reported the highest level of education with more than 50 percent having at least a four year university degree. Both migrants and seasonal farmworkers reported very low education levels; 83.6 percent of migrants and 71.0 percent of seasonal farmworkers did not graduated from high school. We consider education as a very important issue that distinguishes growers from workers.

The three groups of participants were involved mainly in the vegetables and fruits subsectors; i.e., 66.7 percent of the participant growers reported operations in the fruits subsector and 31.4 percent reported been working in the vegetables subsector. The same trend is presented by migrants, 45.9 percent reported working in the fruit subsector and 37.8 reported working in the vegetables subsector. On the other hand, the vegetables subsector with 48.6 percent constitute the main employer of seasonal farmworkers, while the fruits subsector employs 45.7 percent of these workers. The survey did not find any seasonal farmworkers in the dairy, livestock management and seeds subsectors.

2. Health Care for Farmworkers. (Figure 3).

Growers and their workers have different opinions about health care. While growers consider that payments for health care services and the availability of medical services are the most important issues of health care, migrant and seasonal workers are concerned more about their medical insurance and the availability of medical services. In most of the growers comments, there were concerns about the unfairness of free health care services for the workers, while they have to pay for their medical insurance.

3. Health Care for Growers. (Figure 4).

Growers consider the increasing costs of their medical insurance as the most important issue. They look for tax deductions as a way to cover these costs. Migrant and seasonal farmworkers rated medical insurance as the most important health care need for growers.

4. Housing for Farmworkers and its Condition. (Figures 5, 6, and 7).

Here we can observe some disagreements. While 62.7 percent of the growers considered that "better maintenance by workers is required" and "available housing" as the most important issues, migrant and seasonal farmworkers showed more concern about the availability of housing, especially for migrants who arrive early and/or leave late.

There are also differences among the survey participants regarding the condition of the available housing, 69.6 percent of the growers consider available housing as "good" and only 2.2 percent as "poor". Even more, some growers according to their comments consider that the available housing for their farmworkers in many ways is better than the housing facilities that they have for their own families. Most migrant and seasonal farmworkers who live in the available housing agree in evaluating the housing facilities as "poor". Thirty two point four (32.4) percent of the migrants and 27.3 percent of the seasonal farmworkers consider the housing facilities as "good". The main concern of farmworkers has to do with the size of the housing units as being inadequate for the size of their families. The availability and condition of "essential housing services" are also a concern.

Growers reported that in order to build new camps or improve existing ones, they need additional grants or low interest funds. In grower's comments there are calls for grants; i.e., they are looking to build additional units at no cost to their operations.

5. Head Start/Day Care - Facilities Needed to Provide Adequate Services. (Figures 8 and 9).

There is a consensus among the three groups about the availability of this type of service, and the provision of day care in public centers. Seasonal workers complain about the few number of weeks that child care centers are available and the short hours that they are open where they exist. Migrant and seasonal farmworkers also agree that more Head Start/Day Care centers are needed.

6. Migrant Education and Adult Employment/Training. (Figures 10 and 11).

More than 60 percent of the respondents cited the availability of special education as the most important issue in migrant education. The migratory status of workers makes a difficult task for families and specially their children to follow a normal education curriculum. Migrants, nonetheless, try to find the best available education for their children. Migrant farmworkers are mostly concerned of having an education that can allow their children to leave the migrant stream. Growers are also concerned. Growers believe that having a better educated worker will improve the efficiency of their operation.

Growers in their comments are concerned about the willingness of migrant and seasonal farmworkers wanting a formal education. They argue that even having all the facilities for education, migrant families do not want to participate in these programs.

Adult education and training is also very important to all three groups. Up to 40 percent of seasonal workers reported having transportation problems. The three groups agree that the number of weeks offered for this type of education is not long enough. There is definitely a need for more Adult Education classes and Employment and Training services; more than 40 percent of the farm labor stated this need.

7. Department of Social Services. (Figure 12).

The survey results show that the Michigan Department of Social Services needs to initiate a strong information campaign, aimed at the three participant groups, specially among migrants, on the scope of their services and eligibility criteria. More than 40 percent of the participants would like to know more about eligibility guidelines to social service programs. On average, 31 percent of all participants reported satisfaction with the services provided by this Department, while more than 40 percent of migrant and seasonal workers want more services.

8. Michigan Employment Security Commission. (Figures 13 and 14).

This agency receives the highest satisfactory marks in the survey. More than 30 percent of the participants reported satisfaction with its services. On the other hand, close to 50 percent of the farm labor requested more information about eligibility criteria.

The services of this agency are used by 58 percent of the growers and 57 percent of migrants. Forty three (43) percent of the seasonal farmworkers reported the use of the services of the Michigan Employment Security Commission.

9. Availability of Farmworkers. (Figure 15).

The three groups agree that there is an adequate supply of farmworkers. Nevertheless, up to 52.9 percent of growers indicated that there is an occasional shortage of workers. Another 23.1 percent of the participants pointed out that there is a serious and critical shortage of farm labor. Seasonal farmworkers and growers alike reported a concern about the lack of farm experience that people have when they look for work as farm laborers.

10. State/Federal Laws. (Figure 16).

There are some important differences in the opinions of respondents about the most important issues over laws and regulations. The two most important issues regarding state/federal laws are minimum wage and regular pay dates. Growers are in favor of "independent contractors", while migrants and seasonal workers do not like them. Child labor and field sanitation are very important issues for seasonal farmworkers. Growers and migrant farmworkers do not consider child labor an important issue, but they agree on the importance of field sanitation.

11. Migrant Legal Services. (Figure 17).

According to the survey, migrant legal services constituted the most controversial agency. Growers are very concerned about the services they provide. They express a need for more information on free legal services. Both migrant and seasonal workers want more information and clarity of eligibility criteria.

12. Civil Rights/Antidiscrimination. (Figure 18).

This agency needs, according to survey results, to plan a very intensive campaign oriented towards informing growers and farmworkers about their activities and scope of services. Growers see this agency as oriented to favor exclusively the farm labor. Only 13 percent of migrants and 11.4 percent of seasonal farmworkers, however, reported satisfaction with the services provided by the Michigan Department of Civil Rights.

13. Law Enforcement. (Figure 19).

The three groups agree that the offices of the Sheriff and the State Police are the two most important law enforcement agencies. There are some opposing views about the treatment received by these offices. In general, they agree about a polite and efficient treatment. The Immigration and Naturalization Service INS - Border Patrol and the United States Department of Labor USDOL - Wage and Hour Division, received low marks for law enforcement by all groups.

Conclusions

For decades, farmers and hired farmworkers have worked side-by-side on Michigan fields generating food and fiber for the Nation's economy. Such relationships have not always been harmonious. For the farmer, the availability, timeliness and professional skills of migrant and seasonal farmworkers have posed formidable and expensive challenges. For the farmworker, the uncertainties of employment, transportation, housing, income and family amenities have posed formidable and expensive challenges.

In the center of these challenges are numerous state, federal and non-profit, private agencies attempting to iron-out differences and to improve the conditions of both. Such agencies are guided by federal and state laws as well as the commitment and interests of numerous farmworker groups.

In recent years the Inter-Agency Migrant Committee, currently coordinated by the Michigan Department of Social Services, and operated with generous collaboration of farmer worker groups, has sought ways to address common interests and concerns. The task of the Committee is to continue to bring about interagency coordination, expedite services, eliminate duplication, identify problems, proposed resolutions, generate, and mobilize resources for the benefit of both growers and farmworkers alike.

The survey reported herein and the commentary of many respondents constitute a first step towards the incorporation of two traditional, often opposing, points of views on the issues and concerns of utmost importance and value to both. In addition, the conference proceedings, appended in this report, also give witness to the findings of the survey.

The reader of this report could have easily noticed some revealing points of contention, especially as to the responses to questions on housing and medical services. But, equally important, the reader could have noticed some parallels in thought and interest. Both workers and growers value education, good housing, improved understanding and communication. Both see each other as symbiotic partners to the relationships on farms. Moreover, both have equal challenges for members of the Inter Agency Migrant Services Committee, expressing a need for better communication.

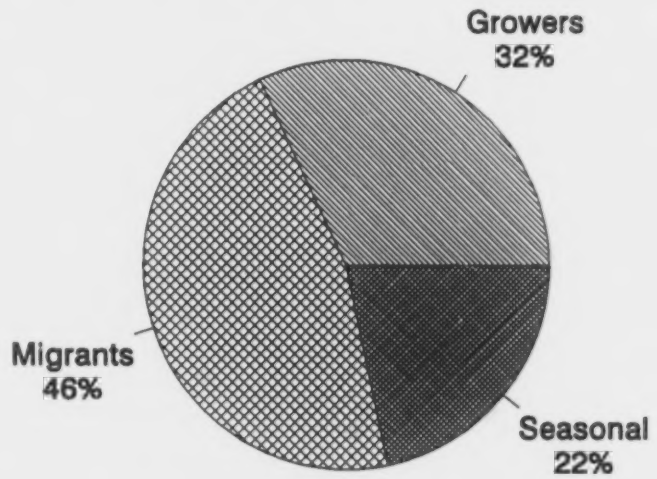
Among the challenges of the Committee are the need to develop and disseminate more information, guidelines and suggestions for both growers and workers in agriculture, especially with regards to rules, regulations, resources, and services. Such suggestions appear to voice a need for a better coordinated mechanism to centralize and disseminate basic information, which currently is the responsibility of several different agencies. Another need is to develop a response mechanism to the results of this survey and future surveys. For example, what will be the follow-up to the items identified and comments raised by the respondents. How will housing issues be presented to state legislators and federal agencies?. How will interests in education and training be converted into practical realities for workers and growers alike?

Finally, another need is for a mechanism that gives farmers and farmworkers an opportunity to voice their concerns. Such a dialogue could be an arrangement of the Committee to schedule meetings between farmers and farmworkers, especially focused on the main concerns that interest both. Equally important is the need to continue this theme of "building partnerships", because the commonality of interests shows an inherent desire to work things out between growers and workers.

Q1. PARTICIPANTS.

Type of Participants	Number	Percent
Growers	51	31.9
Migrant Farmworkers	74	46.3
Seasonal Farmworkers	35	21.9
TOTAL	160	100.0

FIGURE 1. SURVEY PARTICIPANTS.



Source: Table Q1.

Q20. WHAT IS YOUR TILLABLE ACREAGE?

Statistics	Value
A. Mean.	324.30
B. Standard Deviation.	423.69
C. Minimum.	35.0
D. Maximum.	2,000.0
E. Range.	1,965.0

Q22A. WHAT IS YOUR AGE?.

Statistics	Total (%)	Growers (%)	Migrants (%)	Seasonal (%)
A. Mean.	37.0	49.2	30.8	31.8
B. Standard Deviation.	12.8	11.4	9.0	8.4
C. Minimum.	17	20	17	19
D. Maximum.	81	81	59	55
E. Range.	64	61	42	36

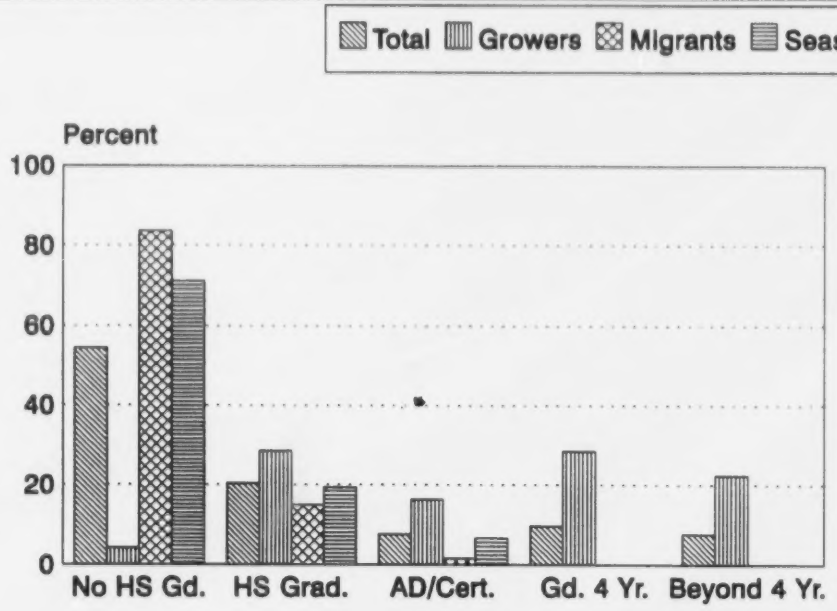
Q22B. HOW LONG HAVE YOU BEEN A GROWER OR MIGRANT?

Statistics	Total (%)	Growers (%)	Migrants (%)	Seasonal (%)
A. Mean.	20.0	26.8	16.9	15.5
B. Standard Deviation.	12.9	11.4	13.0	10.4
C. Minimum.	2	3	2	2
D. Maximum.	60	60	54	55
E. Range.	58	57	52	53

Q22C. HIGHEST LEVEL OF EDUCATION.

Institutions	Total (%)	Growers (%)	Migrants (%)	Seasonal (%)
Did not graduate from High School.	54.4	4.1	83.6	71.0
High School graduate.	20.4	28.6	14.9	19.4
Associate Degree or Certificate.	7.5	16.3	1.5	6.5
Graduated from a 4-year college.	9.5	28.6		
Course work beyond 4-year college.	7.5	22.4		

FIGURE 2. HIGHEST LEVEL OF EDUCATION.

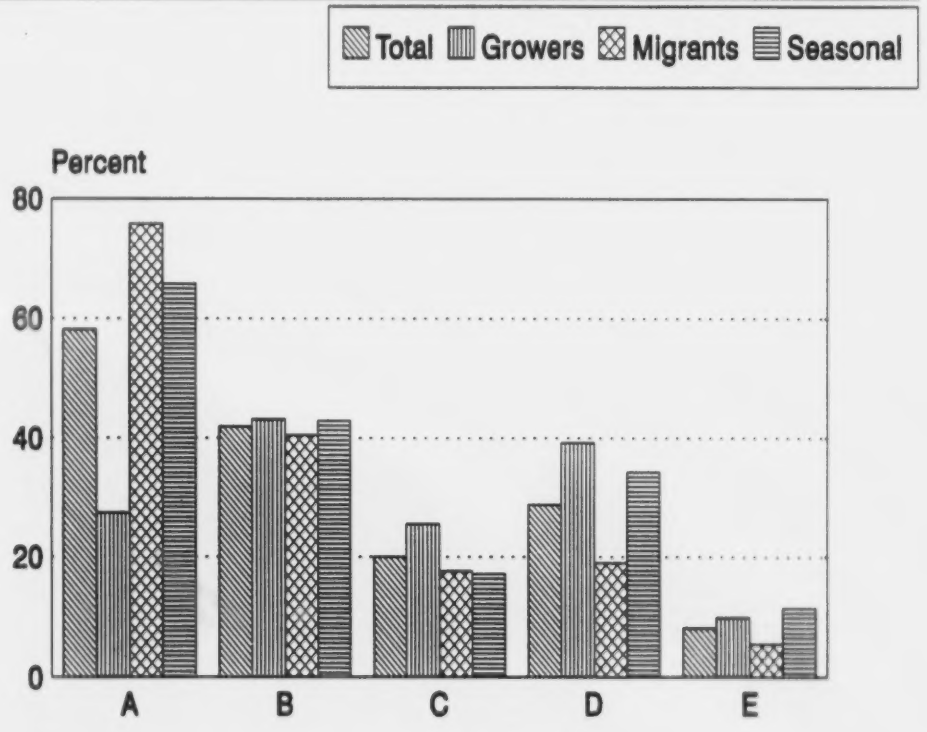


Source: Table Q22C.

Q2. HEALTH CARE FOR FARMWORKERS.

Statements	Total (%)	Growers (%)	Migrants (%)	Seasonal (%)
A. Medical Insurance.	58.1	27.5	75.7	65.7
B. Availability of Medical services.	41.9	43.1	40.5	42.9
C. Hours that medical services are available.	20.0	25.5	17.6	17.1
D. Payments for health care services.	28.8	39.2	18.9	34.3
E. Transportation to a health care facility.	8.1	9.8	5.4	11.4

FIGURE 3. HEALTH CARE FOR FARMWORKERS.



Source: Table Q2.

GROWERS

All comments presented from this point to the end of the report were extracted directly and literally from the questionnaires. No editing was done. We only included the English translations so English speaking persons can understand the comments that were written in Spanish.

ID:110 All workers are covered in workman's compensation. Fraud in compensation claims is #1.

ID:113 The grower could never afford insurance for the worker, we can barely afford insurance for ourselves. All is available at little or no cost to the worker.

ID:115 When one family member has an appointment, the whole family will often leave. It would be nice to see an increase in after hour clinics. Also we need to teach migrant men that it is OK for women to learn how to drive.

ID:117 Health care has to be affordable.

ID:118 Nobody buys mine they should buy their own.

ID:119 Sparta health care services provide excellent care.

ID:137 Migrant workers have greater and less expensive access to health care than I do! One of their first stops upon arrival is "The Clinic".

ID:138 This question does not refer to growers.

ID:157 If they can drive to Michigan for work, they should be responsible for all of the above. the farmer (employer) isn't a baby sitter to his workers.

ID:159 It has been my opinion that the state has been very thorough in these regards.

MIGRANTS.

ID:32 Availability to and from medical services to migrant workers.

ID:43 Cualquiera que nos diran porque aqui el servicio medico es muy alto para el pago que tenemos.
(The cost of the medical service is too high considering the level of our pay.)

ID:53 It would help sometimes if the clinics were open longer hours or more days.

ID:67 Yo tengo que buscar quien me lleve a la clinica.
(I need to find a ride to the clinic.)

ID:68 No tenemos beneficios más que el trabajo.
(We don't have any more benefits other than our jobs.)

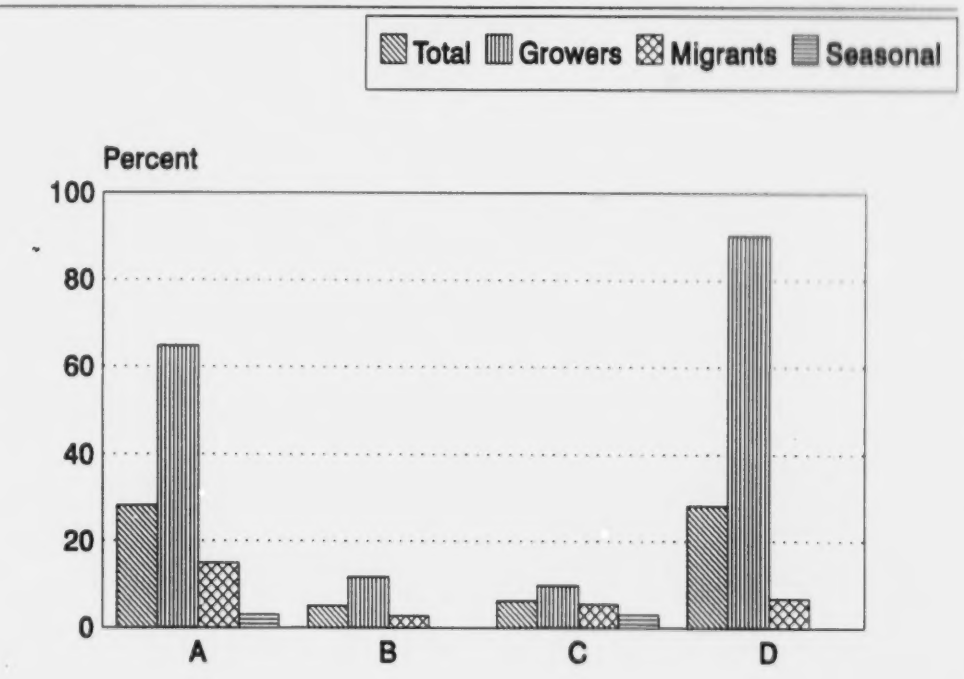
SEASONAL.

ID:89 We really need it.

Q3. HEALTH CARE FOR GROWERS.

Statements	Total (%)	Growers (%)	Migrants (%)	Seasonal (%)
A. Medical Insurance.	28.1	64.7	14.9	2.9
B. Availability of medical services.	5.0	11.8	2.7	
C. Hours that medical services are available.	6.3	9.8	5.4	2.9
D. Tax deductions for health care policies.	28.1	90.2	6.8	

FIGURE 4. HEALTH CARE FOR GROWERS.



Source: Table Q3.

GROWERS

ID:110 Without tax deductions, growers who can't afford insurance, we have no coverage, while employees have at least got workman's compensation.

ID:109 Farmers cannot afford health care for employers (themselves), much less for employees.

ID:113 Too bad we don't have the same opportunities the migrant workers have.

ID:115 Questions A and B are not important since most growers take care of their major medical needs during the slower time of the year.

ID:117 Cannot hardly afford insurance anymore.

ID:118 I bet this survey really works.

ID:131 We are being discriminated against not being able to declare on income tax 100% insurance payments.

ID:138 None of these factors are important to me.

ID:157 Medical insurance should be affordable for the "small family farms." We can't afford it when we have to provide so much for workers.

ID:159 Tax deductibility is crucial for me to find insurance affordable, hence accessible.

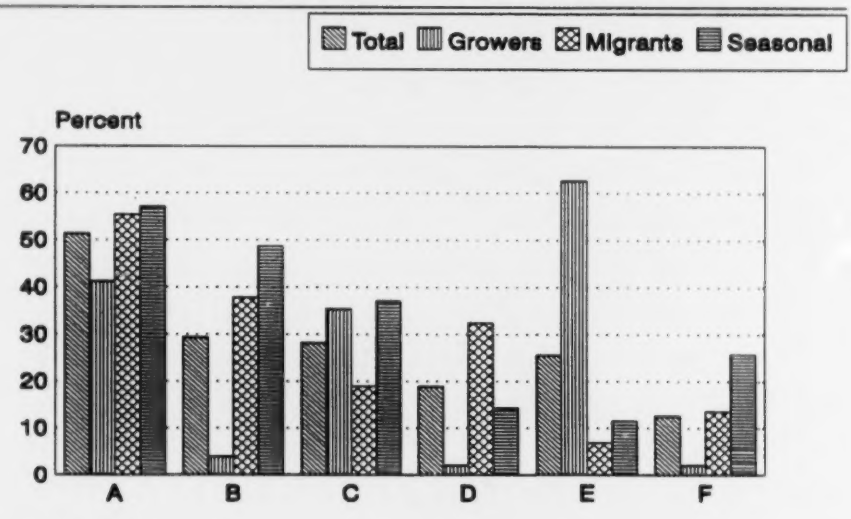
MIGRANTS.

ID:69 Ninguna
(None)

Q4. HOUSING FOR FARMWORKERS.

Questions	Total (%)	Growers (%)	Migrants (%)	Seasonal (%)
A. Is housing available in your area?	51.3	41.2	55.4	57.1
B. Is housing not open when needed?	29.4	3.9	37.8	48.6
C. Is family too large for available space?	28.1	35.3	18.9	37.1
D. Is better maintenance by growers required?	18.8	2.0	32.4	14.3
E. Is better maintenance by workers required?	25.6	62.7	6.8	11.4
F. Are more essential services required (enough water, appropriate sewage, electrical energy)?	12.5	2.0	13.5	25.7

FIGURE 5. HOUSING FOR FARMWORKERS.



Source: Table Q4.

GROWERS

ID:110 Some workers think housing is a right, not a privilege, and they destroy property and leave.

ID:113 Workers are not keeping houses clean. They expect the farmer to clean the bathroom, etc.

ID:115 Workers seem to always be looking for housing.

ID:117 Cannot afford housing required updates. Need help paying for all theses necessary updates.

ID:118 The state should keep their nose out. If they want all this special housing, they should pay for it. It's getting so that they have better housing than our own.

ID:119 Our wonderful employees take very good care of camp. However many regulations prohibit us from being helpful. This is a concern.

ID:120 A. Only grower owned.

ID:127 Rent free housing seems to be taken advantage of and left in disorder and wrecked.

ID:131 Families are not large anymore. Need smaller and more units. It's so costly between the laws and the workers, repairs and changing every year. Building new housing or expanding our business.

ID:137 Most housing is better maintained by the grower than by the people using it. I also find it ironic that people may rent housing with conditions below that which the grower provides for free. These regulations are absurd. They should be the same as those regulations for rental housing.

ID:138 This question is for workers.

ID:144 Worker breaks key off in lock on door, even after moving out, breaks key in new lock, and jams key hole in back door lock, so I can't enter. He is working in town and thinks the house should be for him for the winter.

ID:146 None of the above. We own, maintain and provide updated, clean, modern, very liveable migrant housing units.

ID:149 It would be a big benefit for both growers and workers if there was some rural government funded housing.

ID:157 Within 3 days the workers have undone all of the repairs made to housing. They vandalize, steal gas, laundry (ours) and leave housing in shambles. Refrigerators and beds are soiled and smelly. The Health Department blames us for the mess. Too many free services and people's disregard of others property has cause our decision to shut down our camp. I need to feed my children between harvests and I refuse to use my grocery money to maintain and move camps. I live and work in Michigan all year and my family deserves to eat and have heat provided by me. NO food stamps, WIC-ADC-NEVER!!!

MIGRANTS.

ID:34 It must be large than the family could be.

ID:43 Si hay casas para algunos trabajadores, pero no tengo ese beneficio, porque no me gusta los casas que tiene el ranchero con que trabaja mi esposo son horribles. No tienen suficientes, mejor pagamos renta.
(There is housing available for women workers, but I don't use this service. The housing provided by the grower my husband works for is horrible. I'd rather pay rent.)

ID:54 Bathroom sewage always filled up.

ID:59 Always the farmer provides the house.

ID:60 We have no problem with housing.

ID:61 No problem with housing.

ID:66 No problem with housing.

ID:67 Pues luz si hay y agua.
(There is light and water.)

ID:68 Estamos contentos con todos los servicios que tenemos.
(We are content with the services that we have.)

ID:69 Todo esta bien a la medida.
(Everything is perfect.)

SEASONAL.

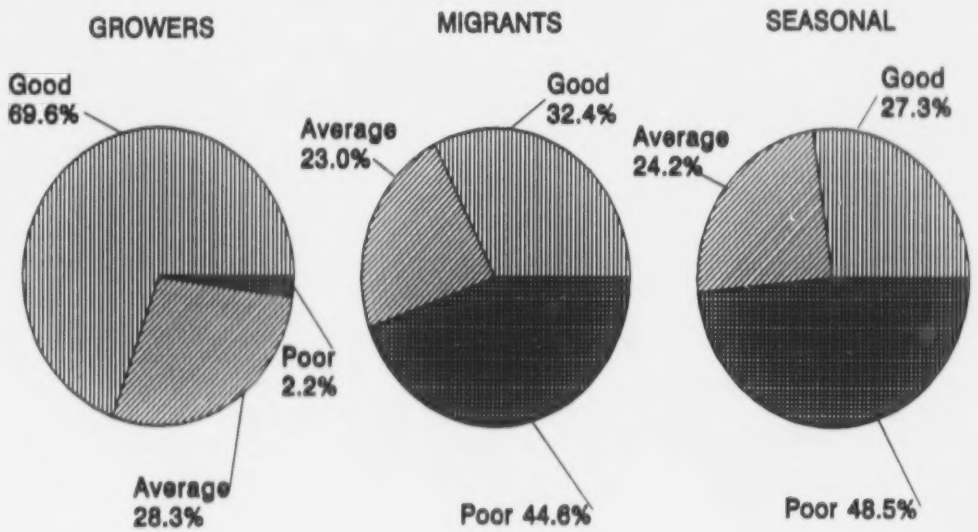
ID:89 I think it would be really good to give an opportunity to have a job at a house so that people who came without a contract.

ID:100 No water inside, water not good for drinking.

Q5. CONDITION OF THE FARMWORKER'S AVAILABLE HOUSING.

Questions	Total (%)	Growers (%)	Migrants (%)	Seasonal (%)
A. Good.	42.5	69.6	32.4	27.3
B. Average.	24.8	28.3	23.0	24.2
C. Poor.	32.7	2.2	44.6	48.5

FIGURE 6. CONDITION OF THE FARMWORKER'S AVAILABLE HOUSING.



Source: Table Q5.

GROWERS

ID:113 EXCELLENT.

ID:115 The housing here in Michigan for the most part is as good or better than the permanent homes I've visited in south Texas.

ID:118 For only 4 weeks out of the year, the camps seem to be well above what is needed.

ID:119 We have an older camp. I spend endless hours cleaning, fixing etc. to make our camp comfortable. Our migrants tell us they like our camp. We have a waiting list of people who want in.

ID:131 A few workers appreciate good housing, but most could care less what they live in.

ID:137 The housing condition is most often dictated by the people using it.

ID:138 This questions is mostly for migrants. Growers must have their housing in good shape according to law. By the way if you have a category for "poor" then you should have one for "excellent".

ID:154 Based on that provided by myself.

ID:155 Very good in our area.

ID:157 It would be excellent if they'd lose the attitude, the free programs, and take responsibility for their own actions–the workers.

MIGRANTS.

ID:7 Too crowded and not clean.

ID:17 Often there are 8 people living in one room each pay $8 a week for lights. Not fair.

ID:32 More cleaning, appropriate sewage, electrical energy when it storms.

ID:36 They need to be bigger.

ID:43 En el trabajo de nosotros son mas que pobres.
(In our job place they are really poor)

ID:53 Sometimes housing needs to have better rest room arrangements.

ID:69 Lo único que no tiene baños para bañarse.
(The only thing that they do not have are bathrooms for taking a bath).

SEASONAL.

ID:89 Yes they really need housing close by their job.

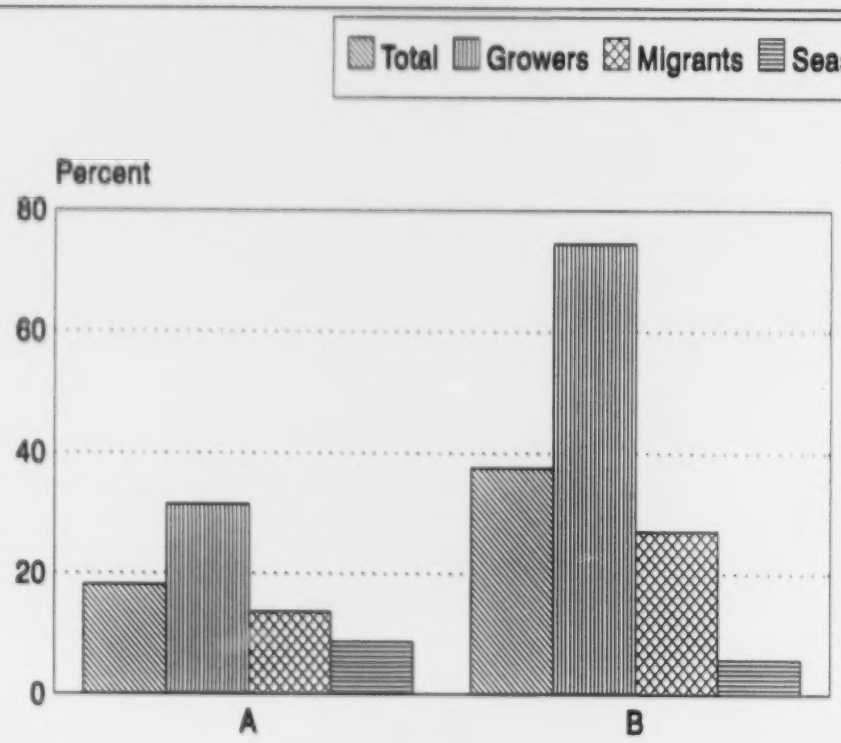
ID:100 No water inside, more bathrooms, too many persons in a house. Water not good to drink.

ID:103 This service is not needed by us.

Q6. GROWERS: HOUSING FOR FARMWORKERS.

Questions	Total (%)	Growers (%)	Migrants (%)	Seasonal (%)
A. Do zoning ordinances prevent/hinder you from building new farm labor housing?	18.1	31.4	13.5	8.6
B. Would additional grant and/or low interest loan funds encourage you to build or improve farm labor housing?	37.5	74.5	27.0	5.7

FIGURE 7. GROWERS: HOUSING FOR FARMWORKERS.



Source: Table Q6.

GROWERS

ID:110 The growers must meet and maintain specific licensing requirements that residential housing does not. The occupants of housing are not held accountable for their actions in damaging or altering housing or creating an unsafe environment.

ID:113 Regulations are too stringent. Changes constantly.

ID:114 Regulations keep changing and are stricter than required for farm owners housing.

ID:115 The cost of building new units vs. our farm income keeps us from starting new units.

ID:118 Too much control and demand on farmers for what they get out of their products. If the biggies in Lansing had to take out of their pockets, I bet the demands would be dropped.

ID:119 Camps are expensive. We let our workers come in July out of the goodness of out hearts. Our harvest season begins around Sept 10. It is getting to the point where we question if we can open the camp early. We pay mostly all of the expenses.

ID:120 The total overall expense discourage hired labor.

ID:121 Too much red tape–period.

ID:122 Cost of maintenance and insurance are the major hinderance for me.

ID:123 Hindered by farm home requirement that labor housing be built on separate lot. MIDPH mandates improvements (such as increasing required space/worker) with no funds to help with these costs.

ID:125 Regulations.

ID:127 A local farmer was prevented from building a new housing unit because of the number of units.

ID:131 Rules and regulations from government (water in fields, toilets, spray rules, paper work) has bogged us down, health insurance for them and their families-we can't afford. We are being forced to go to machine harvesting.

ID:133 I do not use migrants, this question does not apply to me.

ID:134 Too stringent regulations not required for general housing.

ID:135 Grower process right to evict problem employee in a quick manner. Housing need be available for worker willing to work when needed.

ID:137 The Michigan Right to Farm Act gives me the right to build housing.

ID:138 I feel that growers and low interest loans should not be used as this is taxpayers money. Growers should pay their own, but the rules and regulations should be reasonable and affordable.

ID:140 The system is not fair, I need better water and sewage systems for my migrant housing, then I have for myself. It is not cost effective.

ID:142 Nit picking on superfluous regulations has increased.

ID:144 Too costly.

ID:147 Foreign owned business can't qualify for funds for housing.

ID:147 All other government regulations.

ID:149 Grants NOT loans.

ID:153 Do not change regulation from year to year.

ID:154 Pres grant for improvements, the state owes me for (2) at present and I will not live long enough to receive either one (it's a scam).

ID:157 All Health Department regulations: the regulations are all out of whack. Too many bureaucrats making impossible new demands each season. They major in attempted intimidation, aggravation and annoyance. They're like little robots doing Hitler-like work.

ID:160 Type of construction.

MIGRANTS.

ID:52 Better housing for migrants.

ID:69 Ninguno.
(None.)

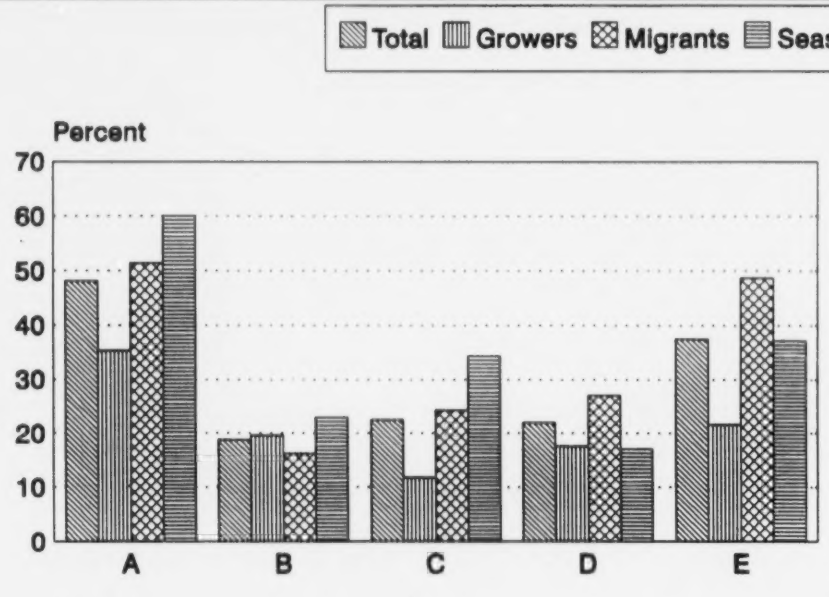
SEASONAL.

ID:103 This service is not needed by us.

Q7. HEAD START/DAY CARE.

Statements	Total (%)	Growers (%)	Migrants (%)	Seasonal (%)
A. The availability of Head Start/Day Care services in your area.	48.1	35.3	51.4	60.0
B. Weeks offered are too short.	18.8	19.6	16.2	22.9
C. Hours offered are too short.	22.5	11.8	24.3	34.3
D. Transportation to the center is a problem.	21.9	17.6	27.0	17.1
E. Head Start/Day Care services are needed.	37.5	21.6	48.6	37.1

FIGURE 8. HEAD START/DAY CARE.



Source: Table Q7.

GROWERS

ID:109 Not used by illegal aliens.

ID:111 Most workers have families with young children and without proper day care, it limits the number of available workers.

ID:113 Services are not needed.

ID:118 Nobody pays for our own children, why should the tax payers pay for theirs?

ID:119 Very good no problem.

ID:120 Not too familiar with head start.

ID:124 Bureau transport in our area. Program hours very satisfying.

ID:127 Mothers have to leave work early to be there for their children's return.

ID:131 We feel we should not be responsible for transportation to and from Texas or Florida. It is an unfair and unjust rule to the growers.

ID:132 Need for saturday and sunday hours.

ID:137 This is a great baby sitting service for both the migrant family and the farm owner who hires them. It allows all of the adults access to employment and provides more efficient use of housing. However, at what cost? What is the dollar cost per participant.

ID:138 This question is for workers.

ID:142 Good deal for all concerned.

ID:143 Day care is doing a good job here.

ID:146 The summer migrant housing program in our school needs to be funded so that it can continue longer.

ID:149 Good program operating in my area.

ID:157 Children need to be with their family.

ID:159 We seem to have very good services available-language barriers and awareness seem to be the greatest hinderances.

MIGRANTS.

ID:36 Need longer hours cause if want to work longer hours.

ID:44 The houses are fine and the care is good.

ID:53 I think just having some day care is enough.

ID:59 Satisfied.

ID:61 No problem with head start. Mother is satisfied.

SEASONAL.

ID:103 This service is not needed by us.

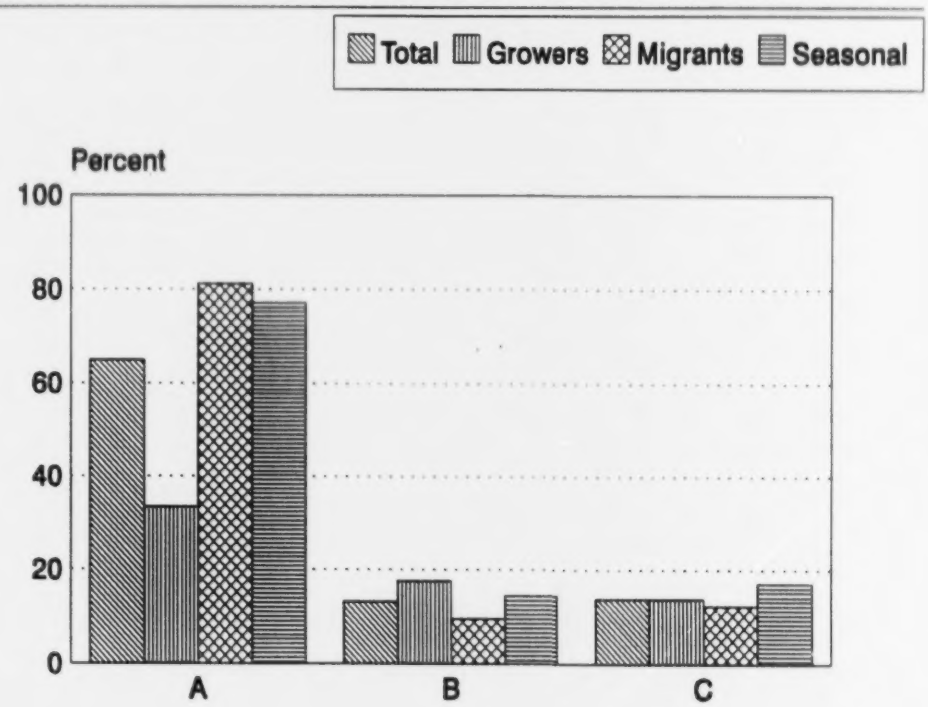
ID:93 Hours too short for length of work. (ours don't coincide with work schedule).

ID:94 Decatur Van Buren County need head start year round for migrants.

Q8. FACILITIES NEEDED TO PROVIDE ADEQUATE DAY CARE SERVICES IN YOUR AREA.

Facilities	Total (%)	Growers (%)	Migrants (%)	Seasonal (%)
A. Public Centers.	65.0	33.3	81.1	77.1
B. Private Centers.	13.1	17.6	9.5	14.3
C. Homes.	13.8	13.7	12.2	17.1

FIGURE 9. FACILITIES NEEDED TO PROVIDE ADEQUATE DAY CARE SERVICES IN YOUR AREA.



Source: Table Q8.

GROWERS.

ID:113 None needed.

ID:115 The private sector seems to be more willing to work whatever hours are needed to get the job done. As opposed to the public 8-5 hours.

ID:117 Don't need anymore! (looks like job security to me).

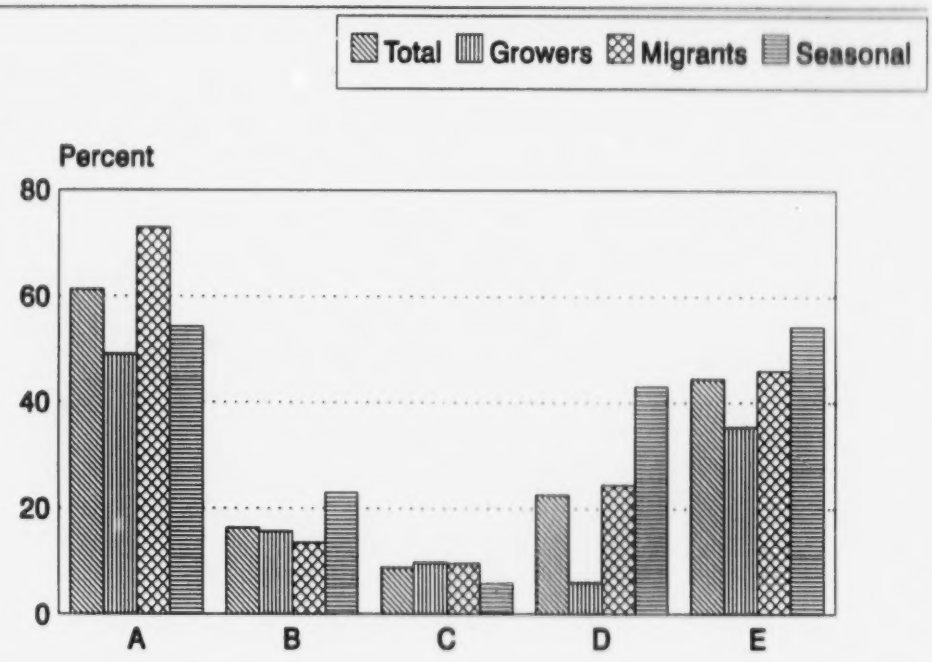
ID:123 Adequate day care services are provided.

ID:138 This question is mostly for workers.

Q9. MIGRANT EDUCATION.

Questions	Total (%)	Growers (%)	Migrants (%)	Seasonal (%)
A. Is migrant education available in your area?	61.3	49.0	73.0	54.3
B. Are weeks offered too short?	16.3	15.7	13.5	22.9
C. Are hours offered too short?	8.8	9.8	9.5	5.7
D. Is transportation a problem?	22.5	5.9	24.3	42.9
E. Is migrant education needed?	44.4	35.3	45.9	54.3

FIGURE 10. MIGRANT EDUCATION.



Source: Table Q9.

GROWERS.

ID:113 They seem to be educated enough. They know all about the free agency options that are available.

ID:114 Require English be taught since English is the most common language used in the U.S.

ID:115 More migrant adult education is needed during non-harvest periods. Things such as: it's OK for your wife to drive someplace by herself. It's important for the kids to stay in school and it's important for the adult to show interest in the child's education. Teach people how to take if themselves instead of waiting for help. Teach about other work options, but also that it is OK to be a migrant farm worker.

ID:117 There is not enough tax dollars to go around now.

ID:118 Their are public schools for them to attend. Also I think adult education could be held at public schools and not be held in the camp. 1 teacher could educate more students at school.

ID:119 We have an excellent school system-respect for our school students and the students from our camp seem to adjust and do very well in school.

ID:123 It seems more important that migrant students stay in school during the regular school year then take classes at night in the summer after working all day.

ID:127 Education services run on a 8-3 schedule which make mothers work less than an 8 hour day which causes hardship during peak harvest time.

ID:130 Do they want to be educated?

ID:131 When they come to Michigan, school is about over down south. they come here for everyone to work and make money. It's a problem only 2 people out of 5 or 6 working all day-then after school weekends. It's very hard to schedule fields and machines for them.

ID:134 Better courses required.

ID:138 This question is for workers.

ID:142 Offered by school systems in this area.

ID:145 Seems to be adequate.

ID:154 Educate them with their own English speaking members and stop wasting money using locals that can't speak Spanish.

ID:157 It is a lot of waste. Our migrants attend minimally, vandalize the adult education bus on our farm.

ID:159 It is important for migrant success that they be bilingual.

MIGRANTS.

ID:33 There should be actual education rather than just a day care for children which they call school.

ID:43 Son buenas porque ayudan a ponerse al corriente si pierdan algun grado. (This is good because it helps to keep the child accurate, especially if they're fallen behind a grade.)

ID:47 Everything is good for me.

ID:50 I think that my classes are from the time I start to finish.

ID:53 Some people are unable to get to and from the education.

ID:54 I'd like to be able to study for the GED in the evenings.

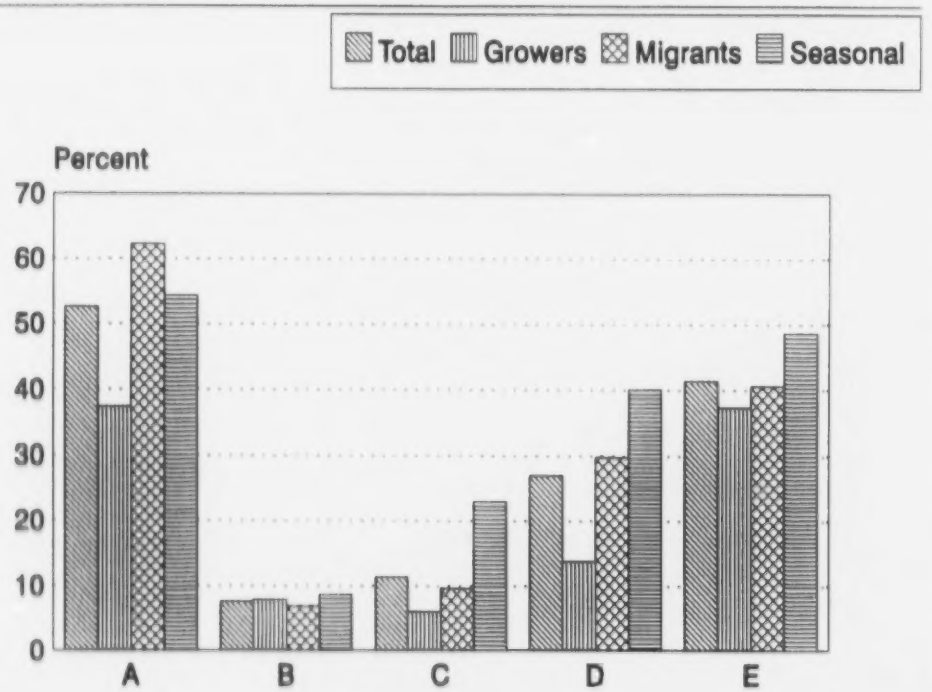
ID:60 No migrant education around.

ID:69 Para aprender mas el idioma Ingles.
(To learn more English.)

Q10. ADULT EDUCATION/EMPLOYMENT AND TRAINING (AEEAT).

Questions	Total (%)	Growers (%)	Migrants (%)	Seasonal (%)
A. Is AEEAT available in your area?	52.5	37.3	62.2	54.3
B. Are weeks offered too short?	7.5	7.8	6.8	8.6
C. Are hours offered too short?	11.3	5.9	9.5	22.9
D. Is transportation a problem?	26.9	13.7	29.7	40.0
E. Are AEEAT services needed?	41.3	37.3	40.5	48.6

FIGURE 11. ADULT EDUCATION/EMPLOYMENT AND TRAINING (AEEAT).



Source: Table Q10.

GROWERS..

ID:113 Already available.

ID:115 I think we need to provide more opportunities for the grower and migrant adult to become bilingual.

ID:117 Like I said, the school is the place, not in our camps. If our own people must help, we must find our own way, they wouldn't come out and treat us special.

ID:119 Adult community education program-EXCELLENT. We work on training all the time to keep everyone as updated as possible.

ID:120 Social services does have something.

ID:123 During the off season there are many opportunities for adult education.

ID:131 One car is needed in the field for workers-they buy $200 junk for second car, growers end up running the roads to accommodate them-or loaning our vehicles to them. Most people draw unemployment all winter, train them then.

ID:135 Pesticide training.

ID:137 If the AEEAT really wants to help, I suggest they get involved in providing the mandatory training farmers are being forced to supply for workers.

ID:138 This question is for workers.

ID:149 In my operation I question if adults would be interested in the AEEAT Program-they come here to work-not to study. An AEEAT program would be more effective in their home state during the off season.

ID:154 Good that they learn to speak English.

ID:157 Too many free services encourage little effort and work and attendance.

MIGRANTS.

ID:33 There is no adult education out in the migrant camps.

ID:43 Es muy bajo necesitan que los personas del programa pongan mas empeño y no podamos trabajar por cobrar.
(This service is low quality. The people from the program should learn to teach with more enthusiasm. Also, we should not have to work to pay for this service.)

ID:50 Rest are just fine.

ID:54 Far as I know it's not available.

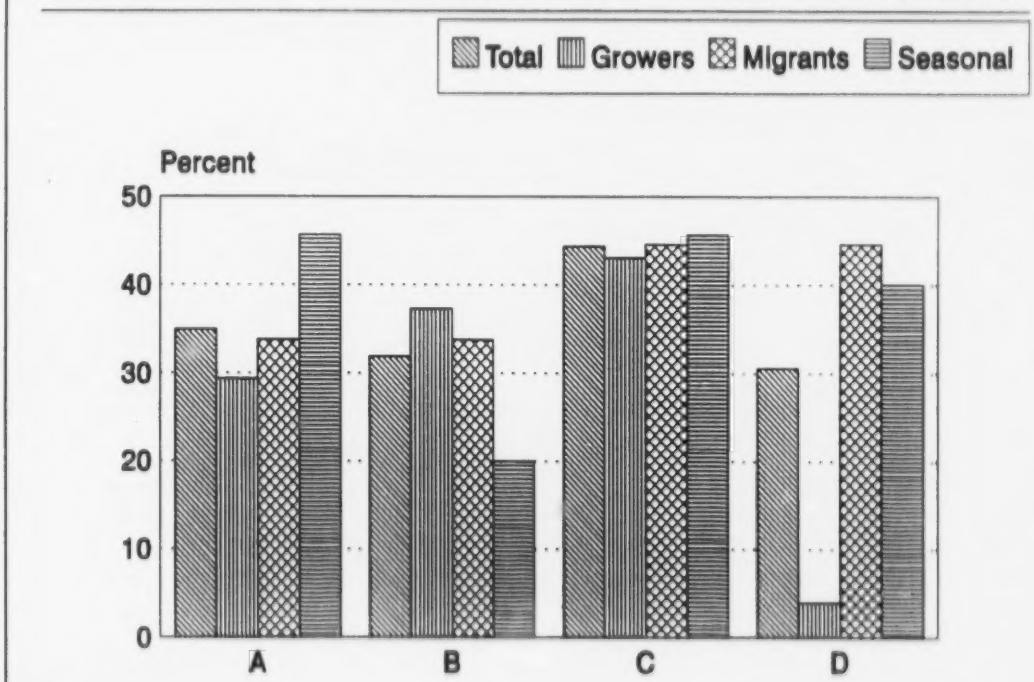
SEASONAL.

ID:104 Yes the person might not know how to speak English and need someone to help out.

Q11. DEPARTMENT OF SOCIAL SERVICES.

Statements	Total (%)	Growers (%)	Migrants (%)	Seasonal (%)
A. There is a definite need for more information.	35.0	29.4	33.8	45.7
B. I am satisfied with the services provided.	31.9	37.3	33.8	20.0
C. I would like to know more about eligibility criteria.	44.4	43.1	44.6	45.7
D. There is a need for more services.	30.6	3.9	44.6	40.0

FIGURE 12. DEPARTMENT OF SOCIAL SERVICES.



Source: Table Q11.

GROWERS

ID:110 Social services does not adequately check income of all applicants. The same people apply with two names, or say spouse is not working when he is. Need more investigation for fraud.

ID:113 There should be no need for these services. As most migrants usually are or have been working when they come to this area.

ID:115 Again, hours for sign up should be non-work hours for farmworkers.

ID:118 U.S. taxpayers are paying too much. Our migrants look at us as "Michigan the welfare state." Get anything and everything for nothing. It is time to say "enough."

ID:131 Social services should be responsible for I-9, W-4-that's where the workers stop before even looking for employment.

ID:135 Modify service to encourage work not handout. Reduce amount of help by amount earned not all given if no work done, or nothing given if some or little work done.

ID:137 The migrant knows how to manipulate the system. Trips to the clinic or other services coincide with limiting work hours to allow for more services. As children got older they are presented as independent workers to minimize family income. I am sure there are methods we cannot even conceive to maximize services while maximizing income.

ID:138 This question is for workers.

ID:142 Due to the generosity of social services, many of my workers will not even look for outside work on the days I can't use them. They would rather fix up cars.

ID:154 Health care and day care is all that is needed. Don't pay them for working when work is not available. Social services do more harm than good.

ID:157 The DSS needs to be completely disbanded. People who truly need temporary services can't get them because the migrant/minority programs have gone hog-wild. Between the DSS and the "mandatory" frills farmers are coerced into, these migrants would be <u>fools</u> to not come to Michigan to get <u>FREE</u> everything so they can do whatever they want with their salary. The small farm family can do without basics so long as his migrants HAVE EVERYTHING.

ID:159 Bilingual literature.

MIGRANTS.

ID:4 DSS is not at all sensitive to the migrant farmworker!

ID:6 D.S.S. gives us hard times.

ID:7 I am not satisfied with them.

ID:15 Not satisfied/Don't understand us and family.

ID:17 No speak Spanish too much.

ID:33 Sometimes only the people the workers like are the ones that are helped.

ID:38 They were rude and mad when someone asked them a question.

ID:43 Necesitamos que cuando uno va alguna oficina nos expliquen cuales son los requisitos que no nadamos nos digan se puede.
(We need for someone to explain to us the necessary qualifications and requirements when we go to the offices for services.)

ID:52 Social Services needs a person who can communicate with the migrants and treat them as people.

ID:53 Sometimes there is a need for translators to help people who are unable to speak English or read and write.

SEASONAL.

ID:83 Very poor service.

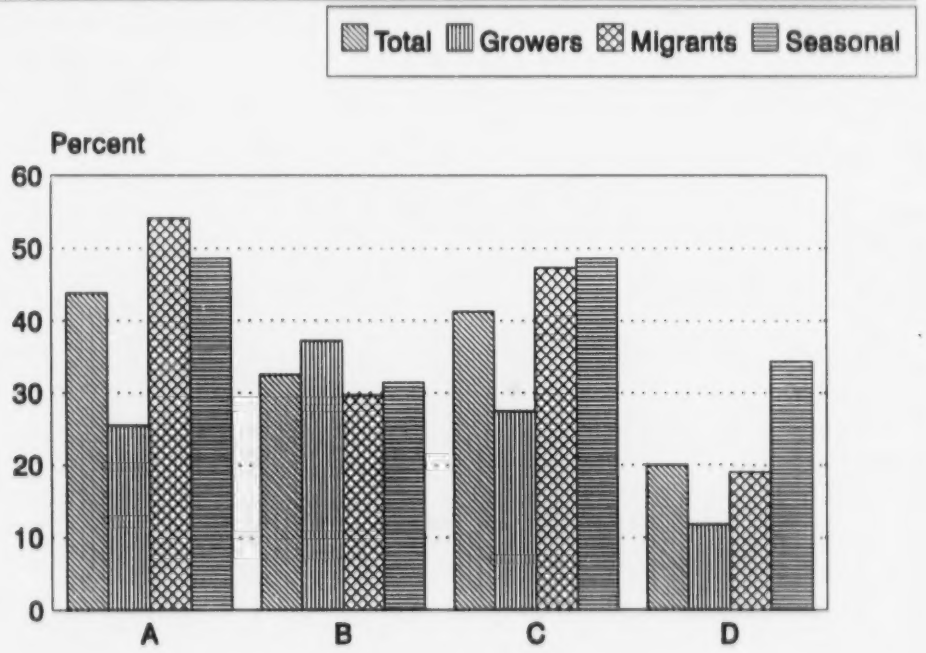
ID:85 More bilingual staff.

ID:94 Social Services don't threat migrants too well.

Q12. MICHIGAN EMPLOYMENT SECURITY COMMISSION.

Statements	Total (%)	Growers (%)	Migrants (%)	Seasonal (%)
A. There is a definite need for more information.	43.8	25.5	54.1	48.6
B. I am satisfied with the services provided.	32.5	37.3	29.7	31.4
C. I would like to know more about eligibility criteria.	41.3	27.5	47.3	48.6
D. There is a need for more services.	20.0	11.8	18.9	34.3

FIGURE 13. MICHIGAN EMPLOYMENT SECURITY COMMISSION.



Source: Table Q12.

GROWERS.

ID:109 Need better services; they are very ineffective.

ID:113 MESC does a good job.

ID:115 I would like to see MESC verify a persons eligibility to work in this country.

ID:119 Good in our area, but seldom ever call MESC because of the idea we might lose our family farm exemption, and the contracting issue is a concern.

ID:120 Exemption from payroll taxes must apply to certain workers.

ID:123 There is a need for their forms to be more user friendly. Coordinate base periods with other states.

ID:128 MESC will only refer "migrant" workers to agricultural and ag processing operations! All workers should be included when labor is needed.

ID:135 Encourage work, not unemployment check. Allow person to work reduces check by amount earned. If refuses work, no check.

ID:138 This question is mostly for workers.

ID:142 Do not use.

ID:153 Need for information on how to fill out forms.

ID:157 The MESC needs to be completely disbanded. It has outlived what it began as. Surprise! Surprise!

ID:159 I only regret that the help I've received through MESC has been very poor at best and unreliable.

MIGRANTS.

ID:43 Necesitan personas que en realidad hagan su trabajo. Yo he tenido mucho problema, aclamando no todo las personas..
(They need people who will really do their job. I have had many problems with this office.)

ID:48 They do not allow anyone without a high school diploma.

ID:53 There needs to be more information about this service.

ID:60 Winter only.

ID:62 Hardly never been at the office.

SEASONAL.

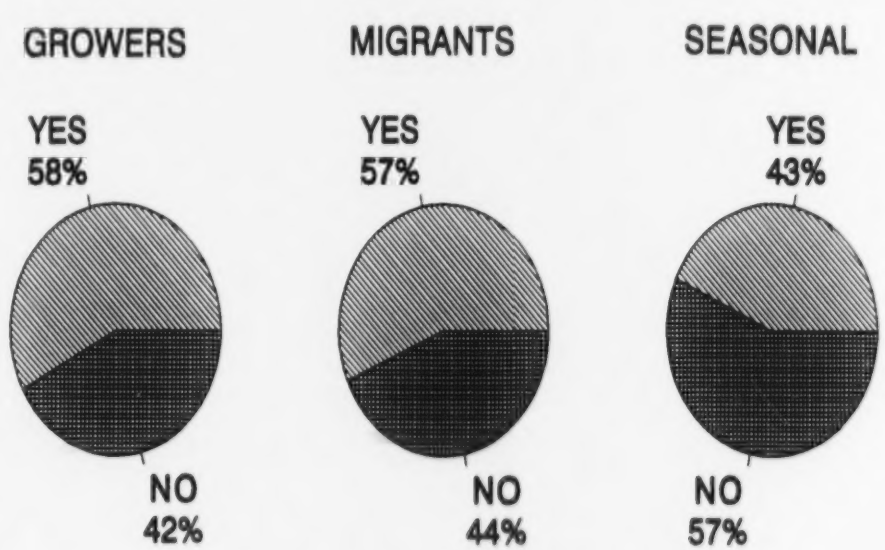
ID:85 More bilinguals needed to help monolinguals to fill out forms.

ID:99 A need for a bus route for my son's camp.

Q13. USE THE SERVICES OF THE MICHIGAN EMPLOYMENT SECURITY COMMISSION.

Statements	Total (%)	Growers (%)	Migrants (%)	Seasonal (%)
A. YES	54.0	57.8	56.5	43.3
B. NO	46.0	42.2	43.5	56.7

FIGURE 14. USE THE SERVICES OF THE MICHIGAN EMPLOYMENT SECURITY COMMISSION.



Source: Table Q13.

GROWERS

ID:109 I have tried but they are very ineffective.

ID:110 They always say they have a lot of people needing work, but the workers never show up to work. They continue to draw unemployment.

ID:112 If I use MESC to hire labor, I am considered a labor contractor.

ID:114 Workers sent out by MESC meet EEOC but often are unable to use common sense, tell time, be on time, have poor work habits.

ID:115 As a good business practice I would follow all paper requirements of MSAWPA. But I don't want to lose my family farm exemption, so I cannot allow MESC or anyone else recruit labor for me.

ID:119 Need clarification on the contracting issues. Then, also, over the years we have developed a good working relationship with employees and have not had need for this service.

ID:120 Payroll too low.

ID:122 Anytime I've asked for help I've never been satisfied.

ID:123 Never needed.

ID:127 We had no need to get help from them. Our migrants return every year.

ID:128 With only limited results.

ID:130 Usually have enough help.

ID:132 Very seldom can find workers for hand harvested cucumbers.

ID:133 I have a small farm and so far been able to employ local people.

ID:138 They have never been able to locate workers for me, but I believe that they try.

ID:142 Questions on the legality of farm issues for labor, i.e.: pay transportation costs, etc. Seems to involve unnecessary red tape.

ID:145 We hire workers who stop by or are referred to us by our workers.

ID:146 We currently are an employer paying unemployment benefits.

ID:150 Not able to get workers who will stay for the apple season.

ID:151 Don't qualify.

ID:154 I take good care of my workers. I have no need for MESC. Anything MESC would send would be bad.

ID:157 People need to take care of their own situations. Further, they should turn in their SSN number and cease paying their income taxes to be wasted.

MIGRANTS.

ID:3 Do I qualify?

ID:20 Don't know if eligible.

ID:32 I got a job through manpower and solution, and by myself.

ID:34 I found work through a temporary service agency on my own.

ID:36 I have used them in Kalamazoo.

ID:40 Porque nunca lo he reportado.
(Because I have never reported using it.)

ID:42 Para saber cuando hay trabajo en otro lugar
(To know when there is work in other areas.)

ID:53 I do not know about this service.

ID:54 Don't know what it is.

ID:55 Porque necesito mas informacion para saber cuales con las ventajas y desventajas.
(I need to know more information to know the advantages and disadvantages.)

ID:57 They don't know about it or how to qualify for it.

ID:61 They always work with same farmer.

ID:66 Not been necessary.

ID:67 La razón es nosotros tratamos de buscar trabajo.
(The reason is that we have tried to look for work.)

ID:69 Porque soy trabajador migrante temporal.
(Because I am a temporary migrant worker.)

ID:75 Porque no lo necesito.
(Because I don't need this service.)

SEASONAL.

ID:88 I am currently employed.

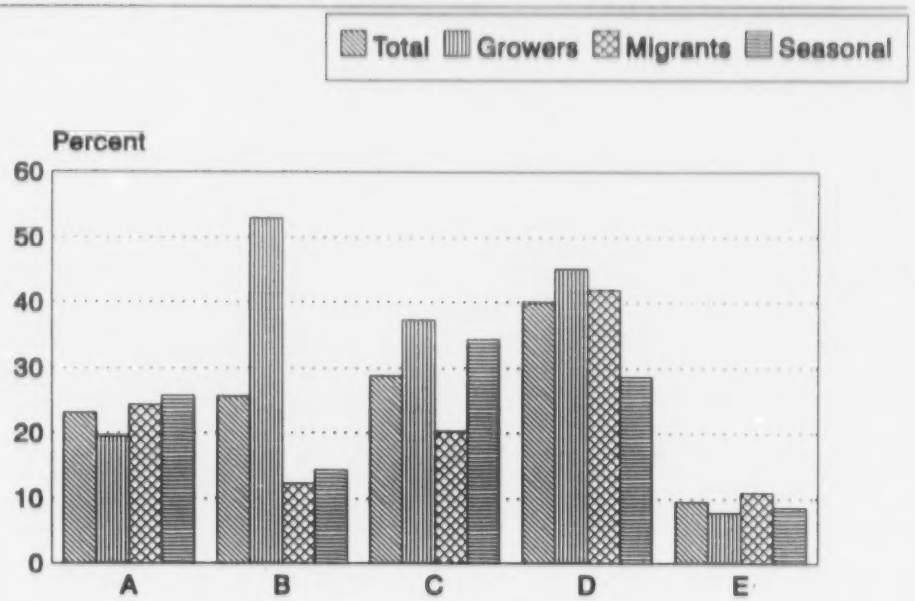
ID:92 It takes too long to get a job. I prefer to look for a job on my own.

ID:103 Not sure what it is.

Q14. AVAILABILITY OF FARMWORKERS.

Statements	Total (%)	Growers (%)	Migrants (%)	Seasonal (%)
A. A serious and critical shortage of labor.	23.1	19.6	24.3	25.7
B. Occasional shortage of workers.	25.6	52.9	12.2	14.3
C. Available workers lack previous farm experience.	28.8	37.3	20.3	34.3
D. Adequate supply of workers.	40.0	45.1	41.9	28.6
E. Oversupply of workers.	9.4	7.8	10.8	8.6

FIGURE 15. AVAILABILITY OF FARMWORKERS.



Source: Table Q14.

GROWERS

ID:111 There seems to be an adequate supply of labor, but skill level, i.e.: language barriers, reading writing, etc. farming is much more complicated with the new pesticide laws, but the labor can't read labels, write procedures, etc.

ID:114 Unemployment, food stamps, other welfare benefits and tax regulations prevent workers from wanting to work.

ID:115 (1) Growers more often check work histories through application forms and not hiring people who don't have references.
(2) Not hiring people who in the past have frivolous unemployment claims.
(3) Not hiring people who can't make minimum wage at a give piece rate.
Farmers are often not taking anyone who drives in to harvest fruit or vegetables, but are being selective. This is a clear indication that there is an adequate supply of labor, especially on the farms that treat people fairly.

ID:117 The state with it's new CDL laws is making it hard to find seasonal truck drivers.

ID:119 Presently this is not a problem for us.

ID:120 There exists a shortage of labor for those growers who do not house labor.

ID:127 Oversupplies depends on the earliness of the season.

ID:131 A lot of workers live in your housing for 3-4 weeks, then move 1 or 2 days before your harvest. When asparagus is ready you have 2 days at most before losing crop-a lot of families aren't here yet with school children. Then it's critical. Another problem is making families move, the housing is needed, the laws are so when crop is done, they legally have to move.

ID:136 Enough workers, but too much paperwork to do in order to hire them for a short term (1 week), so we use machines.

ID:143 Lots of work no housing.

ID:144 Most workers do a good job. I have had some who try working at the factory at night. That ruins their performance.

ID:149 Families are getting smaller and more high school graduates are moving on to college-this is nice to see, but it also creates an occasional shortage of workers.

ID:154 If you provide good housing, treat them fairly and provide them with work they will keep coming back.

ID:157 Few workers need farm experience or common sense due to their knowing that they can have it all in Michigan for doing nothing. Workers come early for farm work just so they can get a head start on all of the free food, clothes, medical, etc. They leave it all behind in heaps and piles covered with human waste. As long as social workers get a warm fuzzy feeling, it doesn't matter what happens.

ID:159 With the popularity of grapes and the aversion most Anglo-Americans have toward farm labor, competition, usually in the fall, is quite intense.

MIGRANTS.

ID:32 Available work, not enough. Experienced farm works supervisor.

ID:36 Need to be longer jobs.

ID:38 And of the workers wanted all of the work.

ID:43 Hay suficiente. No sobran pero no faltan.
(There are enough workers.)

ID:54 There's enough workers but we need to take a least one day off. We work 7 days a week until 6:00 pm. Only if it rains really hard we can stop.

ID:67 Y ya hay mucha gente para trabajar.
(Now there are many people to work.)

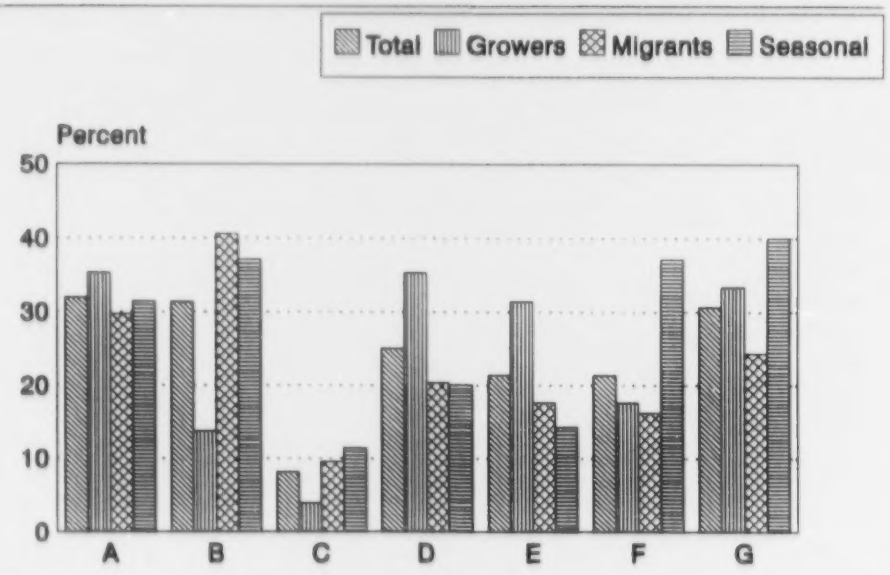
SEASONAL.

ID:100 Not enough houses, too much work for a very small group of people.

Q15. STATE/FEDERAL LAWS.

Statements	Total (%)	Growers (%)	Migrants (%)	Seasonal (%)
A. Minimum wage.	31.9	35.3	29.7	31.4
B. Regular pay dates.	31.3	13.7	40.5	37.1
C. Advanced payments for the Earned Income Tax Credit.	8.1	3.9	9.5	11.4
D. Pay check for each worker, including children.	25.0	35.3	20.3	20.0
E. Independent contractors.	21.3	31.4	17.6	14.3
F. Child labor.	21.3	17.6	16.2	37.1
G. Field Sanitation.	30.6	33.3	24.3	40.0

FIGURE 16. STATE/FEDERAL LAWS.



Source: Table Q15

GROWERS

ID:110 Regulations are adequate.

ID:113 Most farmers comply with all state/federal laws.

ID:114 Many workers cannot produce to the value of minimum wage. Takes $6 to $10 of pay to get $5 worth of work.

ID:115 Hourly minimum wage penalties the fast and hard worker while rewarding the slow and lazy person. I vote for a substantial increase in minimum piece rates and wither can be used.

ID:123 All of the above have been adequately addressed. Danger exists in too much regulating and reducing work opportunities.

ID:136 We have to make it more easy for farmers to use independent contractors.

ID:138 This question is mostly for workers.

ID:157 The question is redundant. Too much service, rule, regulations, guidelines, etc. Give people a chance to THINK FOR THEMSELVES.

MIGRANTS.

ID:36 Need to pay more.

ID:43 El mínimo es poco y los niños trabajan porque no tienen que ir a la escuela. (The minimum is low and the children because they don't have to go to school.)

ID:44 I don't think the children should work.

ID:53 There needs to be more sanitation in the fields.

ID:54 Need to pay more for apples. 20 bushels a box at $10. It's been that price for about 15 years, never raised.

ID:69 Ninguno.
(None.)

SEASONAL.

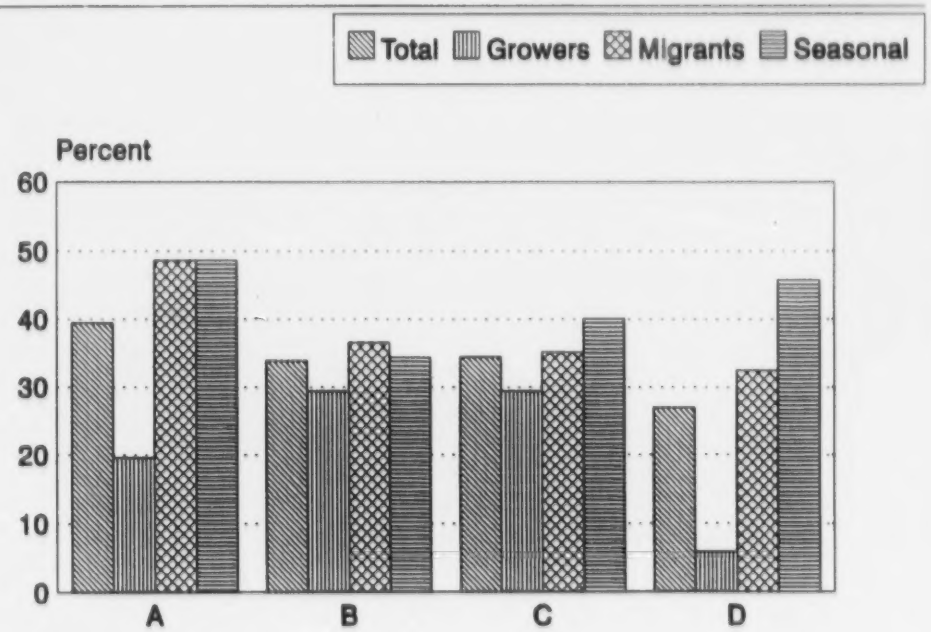
ID:93 We need more than minimum wage. We need to pay overtime.

ID:94 Children who work in camps need to be paid the same amount as adults.

Q16. MIGRANT LEGAL SERVICES.

Statements	Total (%)	Growers (%)	Migrants (%)	Seasonal (%)
A. There is a definite need for more information.	39.4	19.6	48.6	48.6
B. I am satisfied with the services provided.	33.8	29.4	36.5	34.3
C. I would like to know more about eligibility criteria.	34.4	29.4	35.1	40.0
D. There is a need for more services.	26.9	5.9	32.4	45.7

FIGURE 17. MIGRANT LEGAL SERVICES.



Source: Table Q16

GROWERS

ID:109 There is a need for less services.

ID:113 No services needed. Let them pay for an attorney like I have to.

ID:115 MLAP has done more to displace harvest workers and to increase research on mechanical harvesting than anything I can think of. Especially other families are planting crops that can be mechanically harvested or are renting their land to corn farmers.

ID:118 I would like to see that you guys would find better use with our taxpayers money.

ID:122 I consider them to be at cross purposes with growers.

ID:123 There is a need for less services.

ID:128 Adversarial role between MLS and the growers in creating major long term problems.

ID:131 We growers need a migrant legal lawyer so that we can consult with them free, it's very one sided!

ID:133 I do not use them.

ID:134 Sure don't need anymore.

ID:137 Where are my legal services?

ID:138 This is for workers.

ID:144 Some single workers claim too many dependents.

ID:149 My workers have trouble understanding how the Michigan state income tax works. They are not satisfied with their refunds. I sent them to the MLAP office for clarification in Spanish. My workers think that I'm withholding money from their checks, for no reason, when really, I'm just complying with the law.

ID:157 MLS is a real thorn in everyone's side. They merely encourage attitudes and actions which separate people-not anything about working together. Skin color isn't enough of a reason to excuse them for being big a*******.

ID:160 When do the growers get free legal advice?

MIGRANTS.

ID:32 I would like to learn about migrant legal services.

ID:33 The migrant workers are never helped enough or even referred to someone who can help them.

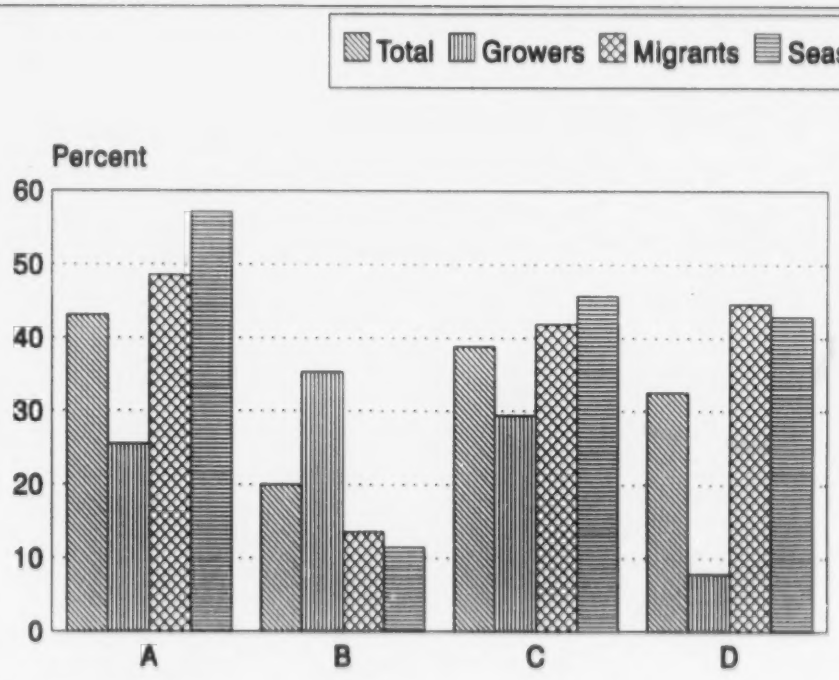
ID:36 We need someone to talk to about legal problems.

ID:43 Lo que tiene aqui mucho problema es la clinica para migrant porque las citas alargan mucho y hay cosas de emergencia y tiene uno que pagar un hospital. (The clinic appointments take too much time. When there is an emergency, we have to go to a hospital, and then you have to pay an expensive hospital bill.)

Q17. CIVIL RIGHTS/ANTIDISCRIMINATION.

Statements	Total (%)	Growers (%)	Migrants (%)	Seasonal (%)
A. There is a definite need for more information.	43.1	25.5	48.6	57.1
B. I am satisfied with the services provided.	20.0	35.3	13.5	11.4
C. I would like to know more about eligibility criteria.	38.8	29.4	41.9	45.7
D. There is a need for more services.	32.5	7.8	44.6	42.9

FIGURE 18. CIVIL RIGHTS/ANTIDISCRIMINATION



Source: Table Q17

GROWERS.

ID:114 Civil rights applies to both the grower and the worker, not just the worker.

ID:115 There is a need for more education on how forms (I-9, W-2, work applications) need to be filled out so that no one is discriminated against. Most people don;t know some of the simplest of procedures, such as you can't ask for a specific piece of ID when filling out an I-9 form.

ID:119 Does a job description help on this area? Certainly we do not want to discriminate and in any way not do the right thing.

ID:120 Not all of my neighbors like Mexicans. I have no problem with them and enjoy their company.

ID:122 These laws have gone much too far-A definite obstacle to growers.

ID:123 Adequately addressed.

ID:133 I believe the lawyers get carried away with their suits.

ID:134 I need discrimination support.

ID:136 You are forcing the farmer to use less people and more machines because of the scare tactics. We always are concerned because of an unwarranted law suit.

ID:138 This question is for workers.

ID:149 As a grower, I feel some of my migrant employees are discriminating against me.

ID:157 Again, redundant question. The constitution states "EVERYONE IS CREATED EQUAL" so all these rights cases do is HIGHLIGHT the inconsequential differences. That's right, just keep them all stirred up so they don't realize what's really important, and how inconsequential all of these agencies are.

ID:159 I've found migrants to be very eager to believe their rights are being abused--hence more bilingual information clearly delineating both migrants and farmers rights.

MIGRANTS.

ID:32 Haven't had any problems.

ID:36 They need to let themselves be known.

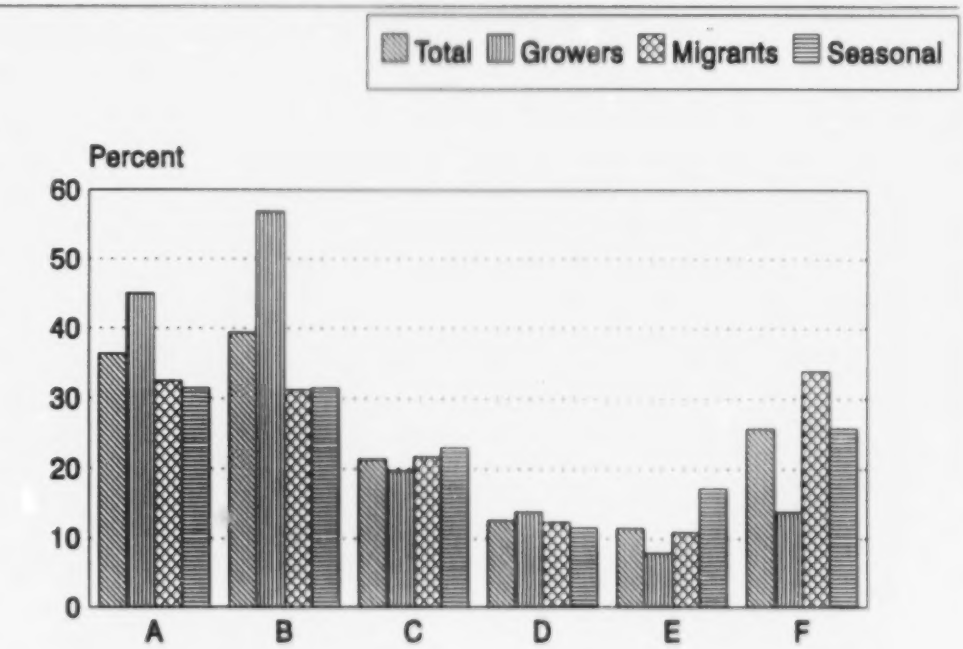
ID:43 Yo hasta esta fecha nunca me he sentido discriminada.
(To this day I have never felt discriminated against.)

ID:53 I am not aware of this service.

Q18. LAW ENFORCEMENT.

Institutions	Total (%)	Growers (%)	Migrants (%)	Seasonal (%)
A. State Police.	36.3	45.1	32.4	31.4
B. Sheriff.	39.4	56.9	31.1	31.4
C. Local Police.	21.3	19.6	21.6	22.9
D. INS - Border Patrol.	12.5	13.7	12.2	11.4
E. USDOL - Wage and Hour Division.	11.3	7.8	10.8	17.1
F. Federal/State Regulatory Agencies.	25.6	13.7	33.8	25.7

FIGURE 19. LAW ENFORCEMENT.



Source: Table Q18.

GROWERS.

ID:113 Very polite.

ID:123 MIDPH housing inspectors have been fairly professional. USDOL is out if touch with reality.

ID:138 I feel there is some distrust on the part of local and county police toward migrants.

ID:142 Have had contact with all groups mentioned. All seemed professional.

ID:149 No problem here.

ID:154 Don't know, but police are not.

ID:157 Most agencies are demeaning or pretending to really care about migrant workers and farmers. Either of which really sucks.

ID:159 It's been my experience that Federal/State regulation agencies prove to be more of a hinderance and a barrier between migrant and farmer relations.

MIGRANTS.

ID:2 Better communication.

ID:8 Housing for us and our families.

ID:32 Haven't had no problems.

ID:43 La inmigracion porque en cualesquier trabajo necesita una ID de inmigracion
(The immigration, because in any type of work, you need an immigration ID.)

ID:67 Ya no se con cual policia.
(I don't know with which police.)

SEASONAL.

ID:85 None-needs improvement. They abuse their authority.

Q19. List below other issues related to the current working relationships between growers and migrant workers that need to be included at the "Building Partnerships" conference.

GROWERS.

ID:112 Not allowing parents of children to bring them to the field when doing ground level hand work.

ID:113 I'm sure this agency has thought of them all.

ID:117 We need help with housing expenses.

ID:119 Like the partnership idea. We do observe that our employees do not like all the paper work and really do not have a complete understanding of all the rules, regulations and laws that must be followed. We do feel they have a right to know, and we spend a lot of time explaining. Maybe something in this area could be considered.

ID:120 Grower incomes need to rise before worker conditions improve much.

ID:122 With some of the over protective laws we have, The impression I get is that the government considers the migrants to be so ignorant they are almost totally incapable of existing on their own.

ID:124 Always very satisfactory relationship with migrant workers-no problems.

ID:129 Less social benefits from U.S. government and State government to the workers.

ID:131 Legal matters-they need to be educated to come to their employers–communication–maybe they should pay a percent to their lawyer. they sometimes don't know how to communicate and talk things over.

ID:132 Farm workers need some training (video) concerning the best method of hand harvesting cucumbers and taking care of vines, etc.

ID:136 We need the worker but we are being red taped out of using them.

ID:137 This related to my initial statement that the government and its agencies GET OUT of people's business.

ID:140 Cleanliness with most workers is a problem. Junk, cars, garbage blown around yards, even with dumpsters available. This should not be the growers responsibility.

ID:149 Your focus should be on "Building Safe, Comfortable and Affordable Housing for Migrant Farm Workers." This should be done OFF the farm with government funds.

ID:153 Have workers clean up the are and fix minor breakage.

ID:157 Discuss eliminating of all social programs services and facilities that offer anything FREE! Less problems develop if one must pay or work for their needs.

MIGRANTS.

ID:4 Stable housing for migrants.

ID:5 Better housing.

ID:6 Help us with housing.

ID:7 Child care and housing and education for children.

ID:9 More communications.

ID:14 Housing.

ID:15 Medical needs to workers and homes.

ID:19 Independent contracting/disclosure of earnings made by a grower. Ex. If he says he'll split a field of pickles with us how do we know he is giving us half the money.

ID:20 Adequate housing.

ID:28 Housing, pay wages.

ID:33 Some growers don't get involved enough with the workers.

ID:34 The managers/supervisors treat workers poorly. Workers are expected to work in terrible weather conditions. This causes sickness. Migrant workers are often treated like animals.

ID:35 Disagreements between migrant families in the same camp.

ID:37 Well our grower is very understanding which helps us when needed. Very satisfied with him.

ID:43 Lo que se necesita incluir en la conference es porque no tienen mejores aseguranzas los trabajadores cuando tienen un accidente.
(What needs to be addressed at this conference is why there aren't better safeguards when workers have an accident.)

ID:53 There need to be strong laws to have adequate and clean housing.

ID:55 Lo que se necesita es que los rancheros tengan mejor trato para con los trabajadores
(What is needed is for the growers to treat the migrants better.)

ID:67 A veces los rancheros son muy enérgicos y si no los hace nos corren. Quieren tener la gente como esclavas a veces.
(At times the growers are very demanding, and if you don't keep up, they run you out of the camp. Sometimes they want to keep people working like slaves.)

ID:71 Que algunas veces prefieren mas a unos que otros, simplemente porque le tienen informado al ranchero lo que hacen los demas.
(At times the growers prefer some workers over others because they will keep the grower informed as to what all the rest are up to.)

SEASONAL.

ID:76 Fair housing.

ID:78 Safe conditions in the fields.

ID:79 Housing and fair wages.

ID:80 Better pay.

ID:81 Housing/education for family.

ID:82 Housing.

ID:84 Better housing and education.

ID:87 Better housing, better pay.

ID:88 Would like growers to treat workers in a more respectful manner.

ID:89 To talk about housing.

ID:93 Would like that growers not put so much pressure on workers. Also to avoid discrimination in wages based on race.

ID:95 Better bathrooms and clean cold water to drink.

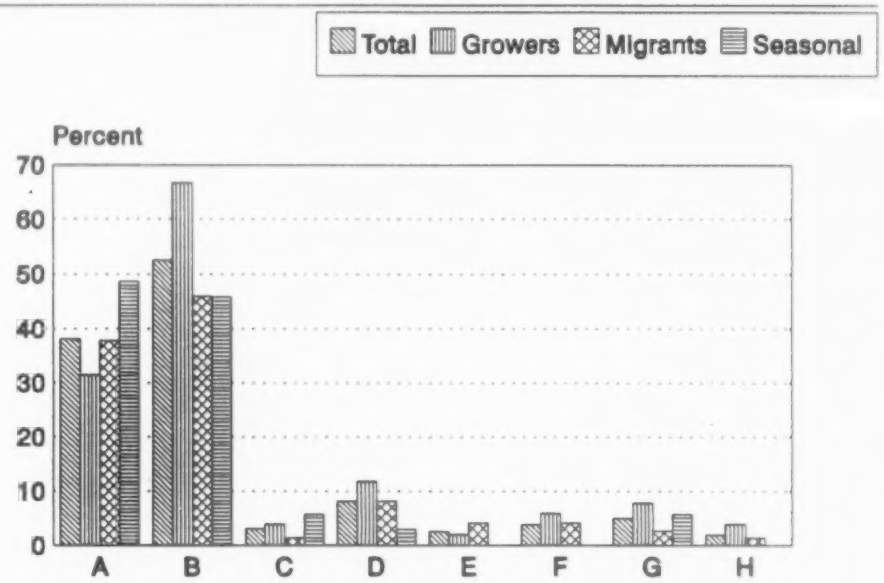
ID:96 Baños y agua para tomar.
(Bathrooms and water to drink.)

ID:103 That she (Grower) grows to understand that we need a good and stable environment to be able to work in

Q21. MAIN ACTIVITY/CROP OF YOUR FARM.

Activity/Crop	Total (%)	Growers (%)	Migrants (%)	Seasonal (%)
A. Vegetables.	38.1	31.4	37.8	48.6
B. Fruits.	52.5	66.7	45.9	45.7
C. Ornamental Plants.	3.1	3.9	1.4	5.7
D. Nursery.	8.1	11.8	8.1	2.9
E. Dairy Producer.	2.5	2.0	4.1	
F. Livestock Management.	3.8	5.9	4.1	
G. Cash Crops.	5.0	7.8	2.7	5.7
H. Seeds.	1.9	3.9	1.4	

FIGURE 20. MAIN ACTIVITY/CROP OF YOUR FARM.



Source: Table Q21.

MIGRANTS.

ID:34 Labor not specific. A red pine nursery farmworkers

ID:36 Tobacco

ID:44 Apples

ID:64 Our farmer has blueberry crop, when the harvest is over, I do machinery.

GENERAL COMMENTS

GROWERS.

ID:110 Your survey is slanted toward the worker AND NOT the employer. The results of each question ask to increase government spending or regulations. It appears your main goal is to ensure the continuation of your government jobs by asking questions whose results can only be analyzed as needing more money, regulations or government employees. None of the positions in this survey ask about decreasing government or enforcing laws to prevent fraud. You would do both the grower and the employees a great service by eliminating the few who abuse the system by investigating fraud and enforcing the rules.

ID:111 A basic problem we have is our migrant housing is older block construction. This doesn't lend itself to upgrading to meet future regulations, i.e.: minimum square footage, running water, etc. To comply the amount of renovations would exceed the benefit of housing help or at least need to cut back significantly the amount of help. If the housing was used nearly year round, it may be justified, but for 6-8 weeks a year, it is questionable.

ID:115 To: farmworkers.
Take responsibility for yourself and your own actions. Quit waiting for somebody to "help" you. Help yourself!! Be proud of what you do!!

To: growers.
Understand that you will probably never in this lifetime generate enough farm income to justify the paying of wages that must exceed minimum. You farm because you like the lifestyle. Your father and mother farmed and so did your grandparents, after immigrating to this country. You grow up in the sun working machines most grown men are afraid of. You watch your children grow hoping they will choose an easier life but you know that at least one will chose your lifestyle over wealth and an 8 to 5.

ID:118 One last comment: this is coming straight from my heart. It may be nasty in some areas but that's what I feel. I'm not mad at the migrants because, they are neat people. It is the state, the way they handle tax payers money and the way they tell the farmers what they have to spend! We don't make money like those damn law makers make. Thanks.

ID:119 All of our employees leave around November 1. Why is this conference held when many of the migrants are gone?
We salute you on the subject of this conference. So, sorry it is impossible to attend this conference. we have always had a basic philosophy that it is much more sensible to work together in this world than not. It is better to solve problems within the framework of the law, than create problems. The notion that those of us in agriculture are well off and can afford to do and do is not factual. Having worked in the professional world and agriculture, it is clear that it is difficult to comprehend all of the business facets unless you are there. the number of rules, regulations and laws to be followed is very complex today. Not only for employers but employees as well. The real world has its own set of different situations and circumstances that do not always fit the way someone else might see it. Certainly like the conference theme.

ID:120 Growers need to make more money. Much, about 60-70% of my payroll amounts to merely just employing labor. Take a $.25 a pound cherry and figure out how much is life after all the costs.

ID:124 Did not employ any migrant workers in 1994. Did all harvest with shaker plows, local help.

ID:132 I'm sorry I can't make it to the conference but I would like to receive any results. I will share them with our growers in the Standish area.

ID:137 I have been growing fruit all of my 39 years, and am currently considering finding a new career. Government mandated regulations, uninformed environmental hysteria and unsubstantiated health concerns regarding pesticides have created an environment which makes its increasingly difficult for the independent farmer to make a profit. Time spent on regulation and paper work is not productive time. I need more productive time, not less. As the recent election illustrated, we want less government, not more. We want a government responsive to the work ethic, not entitlements and wasteful handouts.

ID:138 12 of the first 18 questions are mostly directed towards workers. It appears that this questionnaire is very one-sided and that you are mainly interested in the response from the workers or worker agencies-some partnership-hun?

No questions address the financial capabilities of the grower. It appears like we should always be asking the government for "hand outs" with our heads down in the taxpayers money trough. Problems should be solved with minimal government involvement-you probably don't agree. Looking at the agenda the letters IMSC appear in every session behind the person in charge.

I can't believe that this will be a "partnership". It looks to me like a group of agencies telling a group of growers how things will be done. I am very pessimistic that this conference will be worthwhile.

ID:139 Please publish results in Fruit and Vegetable Grower News. We stopped in 1990. We farmed 300 acres of fruits and vegetables, had 150 employees, and had no problem in getting labor from Texas. We no longer hire any labor because of rules that make it hard to comply when we cannot get the money for our product to improve things for the labor force. The labor force we have now are not as dependable as the ones we used to have, not all, but a lot of them that now come north either from Texas or Florida. From what I understand from other growers, a lot of the children and teenagers are more destructive with the farm property and equipment and storage buildings. I found that when we had labor, no one wanted to discipline the children no matter what age. The number of families that did was very small.

In our area we had plenty of medical aid available-a variety of schools for various age children-Social service and other varieties of state and federal programs need to be pooled or at least have some idea of what all is being offered and (who, migrant's name) is on the program, so as not to duplicate.

ID:146 Suggest that you sen result to those that you mailed the questionnaire to.

ID:149 Again, I should stress that if there is any one topic you can discuss at this conference, it would be that of providing housing off the farm for migrant farm workers. By having the worker off the farm, the grower can concentrate on growing, rather than on housing workers. Also, the workers will benefit by having better housing and growers will have to compete for workers. (Workers will be free to work wherever they choose, and obviously they will work where they can make the most money.) As a grower I am satisfied to let the growers compete for employers–competition is healthy for everyone.

ID:157 It doesn't matter whether I sign this or not, because my struggles, observations and comments as a fruit grower are going to be ignored to keep non-production bureaucratic agencies in force. You can rest assured however that my observations will be shared with the Governor. I'll not be alone in encouraging him to cut back social programs that take dignity away from the farmer. There are lots of hard working families, struggling to make ends meet in this world, I realize. But there is something grossly wrong when a family works over one hundred hours a week and can't afford to feed his family and make small payments on all of his farm bills. To make the battle worse, the farmer (or spouse) must take full-time work off the farm. The family suffers, the farm work is not completed timely, farming God's land is a most honorable profession and way of life. We will fight to end social programs

in our lifetime. For the first five years, having a migrant camp has been intolerable. Used to be you got to know your workers, their nicknames, knit things for their new babies, where in their weddings and funerals. Now I don;t even care if I know them. Imagine me, the American farmer, as a domino that has been on the end of a long line of dominoes that fell down. Then (now) imagine my domino strong and upright on the beginning of a long line. I'm coming to knock you and won;t let many of the newly fallen ones ever rise again. NO migrant camp for me. No Health Department allowed on my farm, NO migrant children from my farm to put money in my school district. It will have an effect. COUNT ON IT!!

MIGRANTS.

ID:35 Better communication between the grower and the worker and have a more workers.

ID:36 I would like for someone to work harder on trying to help really help migrant workers. With a lot of different things like giving them a chance to better their lives, so they can get better jobs.

ID:37 I would really like it if you gave more hours for migrant day care cause, us migrants day care to get money to pay our debts. And also would like to have more services for 50 and older migrant that don;t have medicaid or can't get any cause of no dependents or if not sick.

ID:38 I wish more farmers understood how little wages they pay and they needed more people to work and have better houses.

ID:43 Me intereso mucho el cuestionario. Me gustaria que al leerlo lo tomaran en cuenta y me contestaran, porque yo soy una persona que me gustaria salir adelante. Ahorita estoy trabajando como Family Service Worker y me gusta mi trabajo. Mi problema es no que no se suficiente ingles, pero el trabajo de oficina me siento suficientemente. Capacitada para hacerlo no hay nada que tenga dificultades para nada. Me gusto much su cuestionario porque en los emigrantes tenemos gente que esta capacitada para otros trabajos y no nos damos cuenta.
(I liked the questionnaire. I would like you to take into account my responses and have a copy of the final report, because I am a person interested in advancing myself. Right now I am a Family Service Worker and I like my job. The problem is that I don't know enough English, but for the office work that I do I feel comfortable and capable enough. I enjoyed you survey because among the immigrants we have people who are capable to make all kinds of work that we don't think about.)

ID:48 Better communication between the farmer and the worker and better pay.

ID:66 Bus schedule is very confusing.

ID:69 Bueno antes que nada disculpen mucho, ya que no alcanzo a entender cosas pero de todos formas me gusto mucho aunque como los digo algunas cosas no he entendido pero es todo lo que alcance a contestar las preguntas. Gracias.
(Excuse me, but I did not understand parts of the questionnaire. But I enjoyed it anyway. As I told you, I couldn't understand some of the questions, but what I answered, is all that I could understand.)

ID:71 Estamos muy satisfechos con el trabajo de este centro y les damos las gracias.
(We are very satisfied with the work from this office, and we give you our thanks.)

SEASONAL.

ID:94 I would like the chance to give a choice talk about the way migrants are treated, what is needed and what should be done.

ID:99 I feel there should be a better bus route to my camp. I feel it is troublesome for me. Dropping off my child at another camp and picking him up.

APPENDIX

"BUILDING PARTNERSHIPS"

CONFERENCE PROCEEDINGS

December 1994

by

Howard Kelly	Michigan Farm Bureau	Page 77
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Annual Seasonal Farmworker Conference - December 15, 1994
Howard Kelly - Moderator
Joel E. Gorch, R.S. - Recorder

QUESTIONNAIRE RESPONSES

Question: Farmworker housing; availability; obstacles to providing housing.

MESC — 1994 saw a statewide worker shortage, especially for workers whose farmers do not provide housing.

Grower — Organizations like VanCasCAP are very helpful. They need the support of Farm Bureau and other.

MFB — Encouraged the participants to write to their state legislators to support increases in funding to the state construction grant program. Dollar-for-dollar, the investment by the legislature in construction grant moneys, is the most significant element in keeping Michigan in the lead in providing the best migrant housing in the country.

Grower — Some farmers prefer mobile homes to conventional structures for housing farmworkers. See them as an economical way of getting started. Local zoning is sometimes an obstacle–especially with mobile homes, but discrimination is almost always a factor inherent in establishing migrant housing.

Grower — The Michigan's Attorney General's opinion regarding local authorities regulating the construction of seasonal farmworker housing. A growers attempt to build new housing was discussed. His attempts were "stonewalled" until he dropped the idea.

Question: Is housing available in your area? Open when needed? Are families too large? Is housing maintained? Water & sewerage adequate, etc?

Grower — Government has too many regulations, such as those regarding pesticide exposures. Housing in Michigan is well kept–at least in the Grand Rapids area. New housing is not feasible.

Advocate — Michigan has more people than available housing. Nowhere to go! Families pay $500, $600 - up to $800 per month for rent. Families have lots of children. Statistics show Michigan as having the largest number of migrant families!

Grower — Stated that he prefers families over singles if his housing will accommodate them. Can't get the number of people in the housing that he needs. Feels that expanding funding for construction grants is important. Families are a plus!

Advocate — People come too early - reason, they do it to secure housing for the season.

MESC — Spoke on the need to get zoning changed–citing problems encountered with the development for the Migrant Rest Area in southwest Michigan. The term "migrant" was deleted from the title in hope of reducing opposition. The project plans to construct 30 emergency housing units.

Grower — Stated that some migrant housing doesn't open until August. Available housing resources are not used to their fullest extent. Housing providers are afraid to make housing available to other farmer's workers for fear they won't be able to get them out when their own workers arrive.

MFB — Farm Bureau will work on legislation regarding this issue nest year. The Supreme Court had upheld a lower court ruling regarding "employer-employee" relationships rather than "tenant-landlord" relationships relative to migrant housing.

Question: **Head Start-Day Care availability, i.e., days offered, weeks & hours too short, transportation, etc.**

Grower — All are needed–more days, longer hours, etc., in the Belding/Lowell area Farmers don't want children left unattended in camps and they don't want them in the fields. Hours of operation are critical, too. Parents will leave the fields to go home to meet their children when the bus drops them off. Shortens the day's production time. If they don't go to meet the children, the children are left unattended at the camp. Typical Head Start hours run nine hours per day and are extended to 11 hours/day during prime-time harvest.

Advocate — Head Start contracts with community ed. Rather than duplicating efforts, they want to work with an existing agency to make their money go farther, i.e., alone they can provide 11 weeks of service ($240,000); with another agency, they can extend services to 25 weeks.

Advocate — Hours of child care needed were expressed as summer 7 a.mn. to 7 p.m. and in the fall 8 a.m. to 6 p.m. The 12 hour day requires a second shift of employees which is expensive and sacrifices continuity, i.e., children have to learn to relate to yet more strangers. A typical day of migrant child care can mean: (1) in-camp provider before school, (2) two shifts of providers at

school, (3) in-camp provider to receive children at camp after school. This can be four or more care providers, other than the parents, each day.

Advocate — Parents should be responsible for their children. Child/parent coordinator needed–train to be better parents, too!

Advocate — High rate of drop out for older children. Good services available for young children. Need better programs for older children to keep them interested.

Question: **Public vs private child care centers vs in-camp aids.**

Advocate — One grower has their own private child care on-site. This seems to be an emerging trend. It keeps available for visits by parents. This is important to the parents so the concept is well received. Some centers are owned by the grower but operated by Telamon–affords better productivity for the grower. Decatur has such a center.

Question: **Migrant Education - What's most important.**

Educator — Hours need to be longer. Migrant children in public schools need to be included in the "School Plan," not shuffled from room to room whenever there is a vacant chair. Recommended solutions include: Since lots of federal and state moneys are going into schools, the Interagency Migrant Council should send a letter to the state Department of Education identifying the concerns. Migrants are not just being absorbed into the system, they are funded, $5500 per child go to the schools. Also, suggested using the "Migrant Parent/Teacher Group" as a means of conveying concerns. Some children get placed in a math or chemistry class with no previous exposure only to get frustrated and drop out.

Advocate — High schools focus on athletically oriented students and neglect the others.

Question: **Adult Education - AEAT - Adult Education and Training.**

Educator — Mostly for "relocated" migrants -not transients. Use 4th Friday count and count again in February. Need to look into changing the counting date; back date to August, for example. Services for adults are quite varied.

Question: **DSS - What's most important?**

Advocate	Protective services staff are not familiar with the culture they are serving. Inconsistent - response varies from county to county. Translators are needed for accurate communication. Note: anyone witnessing abuse is legally obligated to report it to P.S. "Families First" program is available on a contractual basis from DSS - may not be available in all counties. Counseling services may not be accessible in all areas.
Advocate	Other DSS problems - AFDC doesn't fit the migrant mold or role. Forms to fill out–expected to work 20 hrs. per week to meet social contract requirements. Social contract obligation of 20 hrs. per week can be volunteer work, or being an educator (tutor), or going to school. Social contract form need to be in Spanish as well as English. The Social Contract orientation video as well as the DSS orientation staff should be bilingual. Allows staff to do what they are hired to do. The group felt this should be in place in all DSS offices.
Grower	Agency people can do a disservice by trying to tell migrants what other benefits they do, or do not qualify for. Just do your job and refer the candidate to other agencies as is appropriate. There was a lot of support from the group for this item.
DSS	Need to institute "separate" positions for AP work and SERVICES. Presently, one person or position shares both responsibilities with as focus on day care - leaves no time for referrals, camp visits, domestic violence, substance abuse, etc.
Advocate	Project Rehab of Grand Rapids has a program call "Yo-Puedo" (self-esteem) which deals with substance abuse, outpatient services, drunk drivers. Statistics show that 8,000-9,000 Hispanics in the state penal system with 80-90% having drug related problems. This program is a cooperative effort between Grand Rapids Public Schools and Project Rehab. Could be expanded statewide.
MESC	Need bilingual staff in all offices. Outreach workers are still needed in some offices. Adrian area - one person covers everything from Adrian to Coldwater. There are pockets of migrants all over the state!. Dowagiac/Cass office needs bilingual staff.

P.M. Session

MFB — Farm Bureau has a policy which deals with illegal workers found in a camp. Policy calls for the Immigration and Naturalization Services, (INS) or Border Patrol to issue immediate work authorization because they don't want to lose the work force.

Question: **Availability of farm workers.**

MESC — Manistee/Benzie area - shortage of workers. Families didn't match available housing. Worst shortage was in Manistee. Part of the reason was that Benzie has better housing. Lenawee County - same problem that families didn't match available housing.

Grower — Ottawa County had too many people knocking on the door.

MESC — Send people showing up at the gate to MESC,

Grower — If I use MESC, I'm considered a labor contractor. Case: Martin vs Hawk - claimed mall farm exemption and lost case because farmer had used MESC. Final decision on how this plays out for future is unknown.

MESC — Labor shortage across the state in 1994. As result of California Referendum 187, people are coming to Michigan.

Grower — If you have food housing, you get good people!

X-migrant — If you have a good working relationship... that's even more critical than good housing!

Question: **GAT, NAFTA, Ref. #187 - What effects?**

MESC — Workers are taking non-agricultural jobs - economy has improved so other jobs are available.

Migrant — Lives at a camp now and is married to a former migrant stated that 50% of migrant workers are illegal.

Advocate — The government is not really interested in stopping illegals or they would have done it already. If there's a shortage of workers, they can resurrect the H2A Program.

Question:	**State and Federal Law - Minimum wage**
Advocate	Concerning the earned income tax credit - some workers may exceed qualifier and have to pay back. Pay back at the end of the year can be devastating.
Growers	Minimum wage - no comment.
Workers	Want regular pay dates (illegal).
Grower	How to legally let go unproductive workers? A problem to be addressed.
Question:	**Legal Services**
MMLAP	Good service to farmers and workers - Berrien County very competent.
Grower	Need legal (free) service for growers. Farmers need to pay for legal advice just to protect themselves against allegations from workers.
MESC	Migrant & Seasonal Protection Act - at cross purpose with itself.
Question:	**Civil Rights & Anti-Discrimination**
Advocate	Agra Welcome Rest Area - series of discrimination problems, one hurdle after another.
Question:	**Immigration Law**
Advocate	I-9's not completed properly.
INS	What questions are asked, how they are asked.
Grower	What are you doing to help the grower?
MMLAP	Ali Vasquez, an MMLAP attorney presents seminars on IRCA to farmers.
Grower	Why not through county extension? Not connected to other agencies. Growers are afraid to go to Legal Aid Attorney - presentations were made at almost all migrant councils, where growers are welcome.

Question:	**Law Enforcement - who relates most professionally?**
Advocate	Need more bilingual/bicultural police to investigate - needed in Paw Paw.
Grower	Rating: 1. State Police; 2. Sheriff - good service, interpreters provided by grower sometimes.
Advocate	Penal sentences - people incarcerated a long ways away from their family. Cars being stopped because people look Hispanic. This needs to stop!
MESC	Get Hispanic candidates to apply for jobs! State only hires off existing lists.
Grower	Kent County stopping cars for improper license plates - then police secure a fee to ensure that arraignment occurs.

###

Session 4
Annual Seasonal Farmworker Conference
Manny Gonzalez - Moderator
Tom Barnes - Recorder

Delta West (42 participants)

10:00 am-11:30 am

Growers: 1 Ottawa Co., 1 south Michigan, 1 Macomb, 1 Kent, 1 Lenawee, 1 Washtenaw, 1 Ithaca = 7 Growers

Introductions-self

Manny-welcome, hope to cover issues in the following eight areas of education, social services, health, etc. Issues are in agenda.

Agenda open to participants: (1) proposition 187 in California for or against to deny medical, social and educational services to illegal aliens–only provide emergency services. MMLAP represents only illegals, growers favor 187.

Grower Housing improving $10-14,000/units to house workers, peak season hires 140 persons, average $5.60/hour + housing.

One agency-housing is terrible.

Housing/Pay two main issues.

A. Housing Issues:

* The people with better housing are the people who come to meetings like this/agency person feels housing is poor.

* FmHA-Inspects 174 built projects-only two did not meet their health and safety standards.

* Grower-(125 employees) put $300,000 camp last year and will this year build $400,000 housing-FmHA has too many strings attached-will go broke.

* Unidos might be able to expand statewide to provide $ for housing.

* Agency-as minimum sq. ft. per person increases, housing availability decreases.

* Agency and Grower-farm prices too low to return adequate prices to grower.

* Grower-prefers families to singles but housing cost is so high they need to get as many workers in units as possible-100 sq. ft. if too high-her brick house will not pass camp inspection.

* Grower-agency people train the grower-please try to educate the workers especially in hygiene-give out foods stamps at night not during the work day.

* Manny-construction grant program-$6 million will fund this list, local level can receive block grant funds-both will benefit grower and farmworker.

* Grower-$700,000 camp cost him $12,000 in property tax-**state level change is needed.

* Grower-MMLAP is a disease in the business

* Agency-high taxes and low grant funding and FmHA (strings) regulation deter camp construction, forcing migrants into urban housing that is far worse than any camps.

B. Employment:

* Agency-help for those that want to settle out-more than just what Telamon provides.

* Grower-food stamps dampens the spirit to work.

* Manny-food stamps bridges the gap between poor crops

* Agency-training should not only move workers out of agricultural work, but move them into farm operation (i.e., dairy, equipment operators, etc.)

* Telamon with MSU has training grant for dairy workers, first group is 12 persons with guaranteed employment upon graduation.

* IRS-earned income tax credit up to $2,500. Marshall Hunt has more information on this for the various councils, worker must file a return to quality.

Group#4
Afternoon-Mulberry Lane Room
2:00 pm-3:00 pm (32 persons)

* IRS-crew leader received lump some check and then should issue W-2 and distribute pay.

* Family farm exemption-no final determination on loss of farm, farm exemption if using MESC for labor organization;some discussion followed on private right of action in litigation.

* Health-education on personal hygiene and health issues is varied across the state and generally is left to the camp operator to educate and enforce.

* Grower-growers are reluctant to work with agency people to educate their workers; Likes the toilet paper poster.

* Grower-do away with the crew leader and many problems will go away.

* Agency-some areas lack primary health care providers such as MARCHA, Pullman Health Systems, local health departments.

* Health insurance-DSS now picks up hospitalization costs through medicaid-grower suggested a small payroll tax directed to a migrant health care fund.

* Agency-State of Michigan has become the fringe benefit package for unorganized farmworkers-reason food is too cheap, little profit for growers-low pay for workers, poorer housing.

* Grower-need more growers at meetings like this.

* Grower-have resource council meeting at a farm.

Agency-Farm Bureau policy is highly inflammable publication widening the gap between growers and workers.

Wrap-Up:

* Need more grower representation; more health education for workers; legislative changes in tax issues for migrant housing.

* Still seems to be a gap between agency and grower between grower and worker (mistrust).

Session A
Annual Seasonal Farmworker Conference
Al Flores - Moderator
Art Hulkoff - Recorder

Introductions-36 persons

Health Care for Farmworkers

Discussion of survey results. 15 questions from 45 growers, 75 migrant farmworkers, 35 seasonal farmworkers.

Question on how selection was made for survey groups. It was noted by a member of the group that migrant advocate groups were not included. Sam Garcia indicated that groups were chosen by committee.

Dr. Rochin, director of the Julian Samora Research Institute, MSU, discussed survey report results.

Housing: Growers concern was size of family in house. Migrants concern was availability of housing.

Analysis revealed more agreement of issues by respondent groups than disagreements.

Question on definition of migrant and/or seasonal farmworkers:
Migrant-transient
Temporary farmworker-full time resident working seasonally in farm work.

Grower-45-including some 5 associations
Migrant farmworkers 75
Seasonal farmworkers 34
Total 175

Size of survey was not as large as like but committee this was a start for process of discussion.

1. What do you consider most important for health care for farmworkers? Seasonal's and migrant's medical insurance.

2. Most important for health care issue for migrants as perceived by growers? Availability-facilities or medical services.

Recommend that state have medicaid worker specialist available at migrant health care sites.

Most important issue for health care for growers? Medical insurance.

Analysis:

* Families qualify for Medicaid when they first come but they don't when they start working.

* Variation between county in eligibility for Medicaid. This variation is different as administered between DSS personnel. The projection of income concept differs between county DSS offices.

* Some counties use employer completed projection of income, sometimes completed by crew leaders

Question 3 - Health Care for Growers.

* Tax Code 1993-tax exemption for health care insurance for growers was dropped-concern.

* Grower indicated projection of income is sometimes a guess based on past experience.

* Emergency medical assistance for children always available.

* Question of eligibility for medical assistance based on legal immigration status. Not supposed to be asked.

* Sometimes were not identifying medical problems with children.

Questions 4 & 5 - Housing

Is housing available in your area? See survey results.

* Answers to surveys - agreement on need for funding of grants for housing -cost of funding.

Migrants:

* Water & sewage a concern.

* Toilet and shower availability a concern.

* Grower indicated that there is a drift to single workers rather than families

* Overcrowding sometimes due to lack of communication between growers and workers.

* Note: Any housing with any migrants that is not licensed should be referred to public health for investigation and possible compliance activity.

* Discussion of how to make housing or field sanitation complaints.

Question: How can a system be developed for anonymous complaints to be made to resolve housing units.

* Grower indicated that financial decision would force out families to increase number of workers per living unit.

* Question on housing size requirements-there used to be an allowance for children under 12 (30 sq. ft.) that was eliminated in 1990 housing rule change. New house units, those established after 1980, must be licensed for 100 sq. ft. to comply with new state and federal requirements.

* State grant funding for housing improvements is currently only $75,000-reduced from $500,000 per year.

* How are conditions of housing-see survey.

* Differences in percentages for condition of housing may be result of unlicensed vs. licensed housing.

* Also differences in definition of seasonal vs. migrant farmworker and what housing they are talking about.

Question 6 - Housing

* Current grant levels should be increased by lobbying by migrant advocates and agricultural interests.

* Agreement that migrant advocates should signal that they are supportive and on the same side as agricultural interests, particularly in lobbying efforts.

* Report is presented to legislature by MDPH each year to show how grant funds are used.

* Agreement that money is "seed" money for many migrant housing improvements is licensed camps.

* Farming is decreasing-make recommendations.

* Recommendation suggested that interagency committee make recommendation or testify to legislature for more funding for housing grant program.

Question 7 - Head Start-Availability (see survey)

* Grower indicated that day care is very important issue.

* Day care is financial issue for length of day and length if seasons.

* Funding from federal/state is prime importance.

* Head Start entitlement funds are subject to reduction with federal proposals.

* Indication there is a lack of coordination between agencies in providing day care. Definitions sometimes a problem. Fighting for funding occurs between agencies.

Question 8 - Facilities adequate for Day Care

* Migrant Education (see survey).

* See grower and farmworker comments.

* In Montcalm County adult ed may be cut or reduced next year.

* Comment: There should be greater intermixing in classes rather than set up separate migrant schools.

* Discussion of variation in counties between education opportunities for migrants.

Questions 9 & 10 - Adult Education (see survey results)

* Working at camps with adult ed is highly successful.

* Some school districts have mobile class rooms set up in camps.

* Question on funding cuts to migrant education due to new state methods for counting student populations.

* How does the law read, when students are counted for funding (i.e.: 4th Friday count).

* Do some school districts make money due to 4th Friday count and then the migrant children leave when the parent's work is done?

Question 11 - Department of Social Services (see survey results)

Comments:

* Lack of Spanish speaking persons applying for DSS open positions.

* In some cases, applications are not available for applicants.

* A suggestion that there should be outreach to find Spanish speaking DSS workers.

* A comment was made that a Latino DSS worker may not always be the most sensitive or caring to the worker.

* A recommendation was made to employ bilingual migrant DSS workers in a year round basis rather than just seasonal.

* A point was made without "stop-gap" services are necessary before work starts for the farmworker.

Questions 12 & 13 - MESC

* Are there reasons why MESC forms are not bilingual.

* Note: All MESC bilingual (outreach) employment staff are full-time.

* Frustration noted by observers that some MESC outreach may be overloaded due to limited amount of bilingual staff.

* Unemployment status when leaving before work is done, voluntary quit, not eligible.

Question 14 - Availability of Farmworkers

* Noted shortage of housing in some areas due to lack of suitable housing or ignorance of camp occupants as to function of furnaces.

Question 15 - State/Federal Laws (see survey results)

* Growers need a look at piece rate instead of just minimum wage, many time unfair to good workers.

Question 16 - Legal

* Why isn't there an immigration outreach worker available to go into field.

* Need for legal requirements for immigration.

Recommendation-

* All agency seasonal workers meet before season to discuss migrant service concerns discussed at this year's conference.

Session C
Annual Seasonal Farmworker Conference
Marvin G. Johansen - Moderator
Mike O'Connor - Recorder

Question 2: Health Care for Farmworkers

Grower — Kent County has a good health care system

Grower — Services should be offered at more convenient times so time off from work is not necessary.

Advocate — Transportation is a problem.

Advocate — Churches should be contacted for volunteers to transport. A permission slip can sometimes be used for children if parents are not able to accompany children.

Question 3: Health Care for Growers

Grower — We pay for our own insurance and it is not deductible.

Question 4: Housing for Farm Workers

Grower — 100 sq. ft. rule per person discriminates against families. It is not cost effective to house a five person family if only two are workers. So we are inclined to hire single men.

USDOL — Inspector would and should use discretion to distinguish between incidental, technical overcrowding and serious overcrowding.

MMLAP — Federal money is available for alternative housing that is not grower owned. This "3rd Party" housing could be built and managed by a municipal, nonprofit, or farmer cooperative organization.

Farmers Home 1% loans and the MDPH construction grant programs should be promoted.

Advocate — Some communities have taken steps to discourage development of migrant housing.

MDPH Should statewide zoning be considered?

Advocate Statewide zoning should be explored.

Question 7 & 8 Head Start/Day Care

3 Advocates Daycare is a major problem. Because day care is inadequate, older children stay home to care for younger children rather than to go to school.

Grower He is aware of no problems in his camp.

Question 9 Migrant Education

Advocate Transportation is still a problem for those that are not located near the site.

Question 10 Adult Education/Employment & Training (AEEAT)

Grower English classes should focus on work related words such as ladder.

Literacy Tutor: Growers need to provide terminology for instruction.

Adult Education Director: It is important to ask students what they want to learn.

Advocate Safety instructions must be clearly written.

Advocate Growers should learn Spanish.

Grower Spanish should be learned from workers. Formal classes have not been helpful.

Female Advocate: Women have been complaining that men have been a negative influence in migrant adult education classes. Men have been joking and not taking the classes seriously. Men have been critical of wives in classes. Classes for men and women should be held separately.

Female Advocate: Classes should <u>not</u> be separate. Learning together could foster a little understanding of each other.

Female Advocate: Driver education classes should be promoted. Many migrant women do not drive. Men are in control.

Adult Education Director (male): Women should be educated because they pass it on to the children.

Men pass on the work ethic.

Advocate — Classes should be in camps because of transportation problem.

Advocate — More use of audio/visual aids should be promoted. Tapes should be used. Labeling of items is important.

Advocate — One-on-one learning is important because some migrants are not literate in Spanish.

Advocate — Children can teach adults. Adults average education is 6th grade. Children average education is 8th grade.

Advocate — K-12 education and adult education should be at the same location to promote this.

Question 11 DSS

Advocate — Application process for AP and food stamps needs to be "user friendly." Migrants report many frustrations.

Advocate — Statewide uniformity in the handling of applications is needed.

DSS Worker — DSS worker training is inadequate. "Do not fill out forms for clients. It does not instill responsibility in migrants."

MMLAP Advocate — County DSS directors need education regarding AP/food stamp. Office of Migrant Services should address this.

Advocate — A one hour training session regarding food stamps should be offered at grower conferences.

Grower — Migrants seem to take too much time off work to apply for food stamps.

DSS Worker — Interagency committee should be prepared to work with the legislature in case AP/food stamps programs are decentralized–returned from the federal level to the states.

Advocate — "Determination" form needs to be simplified and printed in Spanish.

Question 12 & 13 - MESC

Advocate — Computer technology should be applied to worker placement.

Grower — Workers are needed in the winter. People are not using MESC to get these jobs. If workers stay (in Michigan) they lose (unemployment) benefits.

Growers are concerned that by using MESC they will lose their family farm exemption.

MMLAP & USDOL Advocate: The 6th Court of Appeals has ruled that growers using MESC do not lose the family farm exemption.

Advocate — Many growers who use MESC are having difficulty keeping workers because they are not treating the workers well.

Question 14 - Availability of Farm Workers

There is a shortage of workers and a shortage of housing.

If you have housing, you get workers.

DSS — There is a trend toward a shortage of labor. For example, fast food restaurant wages are rising so people will not be as likely to migrate.

MMLAP — There is an over supply of labor, not a shortage. The system of placing workers is a failure.

Question 15 State/Federal Laws

Advocate — Illegal crew leaders and crew leaders cheating workers is a problem.

USDOL — It is necessary for a worker to report specific violations in order to USDOL to take action.

Advocate — Workers should use an "employee record keeping book" to retain specific information.

MESC — MDOL piece rate chart is based on $3.35 per hour - it is out of date.

Question 16 Migrant Legal Services

Advocate — There are not enough MMLAP staff to cover entire state so migrants in some areas go without services.

Grower — In Kent County we have adequate services.

Question 17 Civil Rights/Anti-discrimination

Advocate — A Lansing radio station recently broadcast a racist cinco de mayo parody.

Advocate — A publication in Oceana County published a racist editorial cartoon which depicted a "typical farmworker in rags."

Advocate — Cases of local police suspecting migrants are illegal because of their appearance are occurring.

MMLAP — Rampant discrimination fueled by racism is occurring in local law enforcement.

Anti-immigrant hysteria is occurring due to California Proposition 187.

Advocate — There is resentment by permanent hispanic migrant workers toward hispanic illegal immigrants.

Grower — $1000 fines are levied against growers for such minor infractions as writing SS# instead of social security number on I-9 forms.

MMLAP — Reports about $1000 fines for such minor infractions are mythology.

USDOL — Fines would not be levied for such minor infractions.

Question 18 Law Enforcement

Grower — Family quarrel in Washtenaw County camp was handled by local police in a professional manner. Bilingual staff was available.

Final Comments

Grower — Migrant participation in this conference should be encouraged. Presently only migrant advocate point of view is heard.

Cooperative Extension: Demographic information about the future trends of the work force and industry should be studied and disseminated. The billion dollar magnitude of the industry should be recognized. Information about the industry is now fragmented. People need to see the "Big Picture."